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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990 through February 8, 1990) and cumulatively (September 1, 1989, through February 8, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/10/90/ THROUGH 2/8/90

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	19	647	$25305	$27070	*	*	*	42	1187	$27605	$26548	$32500	$27500	$23000
BUSINESS ADMIN (INCL MGMT	3	57	21833	22347	*	*	*	3	243	21833	21855	*	*	*
DISTRIBUTION MANAGEMENT	+	8	+	25200				+	18	+	24489			
ECONOM & FINANCE (BANKING	4	95	23625	23479	*	*	*	10	238	22550	23281	*	*	*
HOTEL/RESTAURANT MGMT.	+	8	+	19100				+	27	+	19873			
HUMAN RSRCS (incl LABOR R	1	18	16450	24153	*	*	*	1	30	16450	23762	*	*	*
MANAGEMENT INFO SYSTEMS	7	27	27429	27245	*	*	*	8	92	27125	27064	*	*	*
MARKETING/MARK MGMT (RESR	8	117	20375	23402	*	*	*	9	316	21389	22748	*	*	*
REAL ESTATE	+	7	+	24880				+	9	+	25484			
COMMUNICATIONS														
ADVERTISING	+	3	+	21548				+	9	+	19227			
COMMUNICATIONS	+	25	+	20684				+	69	+	20150			
JOURNALISM	+	5	+	18540				+	22	+	16440			
TELECOMMUN/BROADCASTING	+	3	+	17593				+	8	+	20715			
EDUCATION														
ELEMENTARY EDUCATION	3	38	21667	20445	*	*	*	3	157	21667	19048	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	16374				+	7	+	14742			
PHYSICAL EDUCATION	+	2	+	15850				+	18	+	19829			
SPECIAL EDUCATION	+	9	+	18628				+	28	+	19240			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	25000				+	31	+	18519			
TEXTILES & CLOTHING	+	18	+	20219				+	28	+	20269			
MERCHANDISING MANAGEMENT	+	2	+	20000				+	24	+	18032			
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	21250				+	4	+	19439			
LETTERS (incl English, Li	+	7	+	19325				+	34	+	18543			
VISUAL & PERFORMING ARTS	+	5	+	20815				+	27	+	19091			
HUMANITIES - OTHER	+	18	+	19911				+	27	+	20937			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19747				+	6	+	20999			
HISTORY	+	2	+	20877				+	5	+	20951			
POLITICAL SCIENCE/GOVT	+	3	+	18567				+	24	+	20561			
PSYCHOLOGY	1	9	27000	20771	*	*	*	1	30	27000	18459	*	*	*
SOCIOLOGY	+	1	+	24000				+	6	+	20332			
SOCIAL SCIENCES-OTHER	+	2	+	16500				+	11	+	17939			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	30450				+	46	+	30616			
AGRICULTURAL	+	+	+	+				+	3	+	27999			
ARCHITECTURAL	+	11	+	30856				+	14	+	29937			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	28000			
CHEMICAL	2	125	34629	35174	*	*	*	5	232	32551	34955	*	*	*
CIVIL	5	94	30815	28620	*	*	*	6	236	30513	27558	*	*	*
COMPUTER	+	10	+	31140				+	31	+	30994			
ELECTRICAL/ELECTRONIC	16	232	33514	31508	*	*	*	19	499	33186	31283	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	3	26	$28000	$29958	*	*	*	3	145	$28000	$30717	*	*	*
MECHANICAL	34	219	32922	32178	$35400	$33200	$31000	37	525	32821	32030	$35400	$33000	$29000
METALLURGICAL	+	5	+	33984				+	35	+	32139			
MINING (INCL GEOLOGICAL)	+	10	+	26638				+	16	+	28961			
NUCLEAR	+	3	+	32560				+	10	+	30060			
PETROLEUM	+	18	+	35906				+	42	+	35866			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	37	31750	28417	*	*	*	2	72	31750	29255	*	*	*
INDUSTRIAL TECHNOLOGY	+	17	+	25000				+	19	+	24526			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	11	+	21990				+	20	+	22174			
ANIMAL SCIENCES	+	8	+	17411				+	11	+	17571			
PLANT SCIENCES	+	1	+	20000				+	3	+	21000			
NATURAL RESOURCES	+	2	+	16000				+	3	+	18000			
OTHER AGRICULTURAL SCIENC	+	9	+	24556				+	11	+	23738			
COMPUTER SCIENCE														
COMPUTER SCIENCE	19	88	31503	30020	*	*	*	21	209	30979	29003	32150	32130	26520
COMPUTER PROGRAMMING	+	4	+	28150				+	9	+	27181			
INFORMATION SCIENCES & SY	+	44	+	28952				+	88	+	27874			
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	31860				+	10	+	22399			
HEALTH SCIENCES	+	+	+	+				+	12	+	21711			
NURSING	+	1	+	27000				+	8	+	25650			
PHARMACY	+	5	+	37787				+	10	+	34905			
SCIENCES														
ACTUARIAL	+	2	+	27650				+	5	+	30180			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	4	+	17663			
BIOLOGICAL	1	4	25000	22750	*	*	*	1	17	25000	21874	*	*	*
CHEMISTRY	1	10	30500	27896	*	*	*	1	17	30500	26427	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23000				+	7	+	21214			
MATHEMATICS	1	11	30000	22039	*	*	*	1	43	30000	22817	*	*	*
PHYSICS	1	2	35100	26550	*	*	*	1	5	35100	25602	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	131	2180						174	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	539	$25165	$27006	*	*	*	36	962	$27803	$26730	$33000	$27750	$23000
ACCOUNTING (PRIVATE)	3	106	26507	26959	*	*	*	8	236	25878	25396	*	*	*
COMMERCIAL BANKING (CNSMR	+	7	+	19415				+	22	+	20032			
COMMERCIAL BANKING (LENDG	1	17	22000	22571	*	*	*	1	38	22000	22399	*	*	*
INVESTMT BANKING (CORP FN	1	4	31000	30400	*	*	*	2	8	27000	27720	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	21334			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	27000			
INVESTMT BANKG (SALES & T	+	1	+	30000				+	1	+	30000			
FINANCIAL/TREASURY ANALYS	2	35	25750	27514	*	*	*	3	76	27000	26295	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	2	+	21900				+	6	+	20767			
UNDERWRITING	1	11	18000	22136	*	*	*	3	31	21000	21888	*	*	*
INSURANCE - CLAIMS	1	6	22000	20967	*	*	*	1	23	22000	21349	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	6	+	17630			
MEDIA PLANNING	+	1	+	16000				+	6	+	20739			
REPORTING	+	1	+	16200				+	4	+	15740			
PRODUCTION	1	2	26000	27700	*	*	*	1	11	26000	25856	*	*	*
PUBLIC RELATIONS	+	3	+	16493				+	15	+	18961			
WRITING / EDITING	+	2	+	15700				+	10	+	18560			
MARKETING														
ADVERTISING	2	4	18000	20010	*	*	*	2	10	18000	18054	*	*	*
BRAND/PRODUCT MANAGEMENT	+	7	+	23057				+	34	+	23702			
BUYER/MERCHANDISING	1	49	27000	21249	*	*	*	1	76	27000	22298	*	*	*
DISTRIBUTION	+	8	+	23900				+	17	+	23495			
MARKET RESEARCH	+	3	+	23667				+	6	+	23960			
PURCHASING	1	7	21000	25731	*	*	*	1	10	21000	24431	*	*	*
SALES	4	114	21375	24914	*	*	*	5	312	21100	24464	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21667				+	11	+	19658			
FINANC,TAXA, MONETARY POL	+	3	+	22890				+	9	+	23741			
ECONOMIC PROGRAMS	+	+	+	+				+	1	+	18000			
LAW ENFORCEMENT	+	1	+	19493				+	3	+	20664			
MILITARY	1	5	25900	26437	*	*	*	1	32	25900	22293	*	*	*
NATIONAL SECURITY	1	1	32700	32700	*	*	*	1	1	32700	32700	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	5	+	25010				+	5	+	25010			
DESIGN / CONSTRUCT	3	131	26292	30212	*	*	*	4	332	26969	29845	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	28418				+	25	+	27890			
MANUFACTURING/INDUSTRIAL	5	146	32560	32231	*	*	*	9	385	32467	31859	*	*	*
SYSTEMS / PROGRAMMING	+	35	+	30222				+	70	+	30682			
POWER SYSTEMS	1	19	31600	30244	*	*	*	3	67	31773	31335	*	*	*
SOFTWARE DESIGN & DEVELOP	2	37	33550	31672	*	*	*	2	67	33550	31252	*	*	*
HARDWARE DESIGN & DEVELOP	3	26	33633	32690	*	*	*	3	56	33633	31737	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	4	50	$32525	$31729	*	*	*	4	128	$32525	$31079	*	*	*
TESTING	2	32	33959	29898	*	*	*	2	70	33959	30120	*	*	*
PROCESS ENGINEERING	7	112	34549	34606	*	*	*	9	207	33204	34397	*	*	*
PROJECT ENGINEERING	12	127	33058	31691	*	*	*	13	247	33033	32051	*	*	*
OTHER ENGINEERING	27	90	32654	30699	$34600	$33000	$31000	27	217	32654	30625	$34600	$33000	$31000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	25555				+	14	+	21283			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	18000				+	9	+	21690			
NURSES / PERSONAL CARE	+	1	+	27000				+	8	+	24475			
OCCUPATIONAL THERAPY	+	+	+	+				+	3	+	25346			
PHARMACIST	+	5	+	37787				+	6	+	36522			
PHYSICAL THERAPY	+	+	+	+				+	+	+	+			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	1	2	20000	17518	*	*	*	1	16	20000	19832	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	21000	16567	*	*	*	1	6	21000	15947	*	*	*
COUNSELING	1	2	16450	20225	*	*	*	1	15	16450	15743	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	1	+	18954				+	10	+	17262			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	15	87	30260	28660	*	*	*	16	181	29931	27717	*	*	*
INFORMATION SYSTEMS	1	17	30000	27955	*	*	*	2	87	25500	26847	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	38	32032	30159	*	*	*	3	96	28011	29160	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	3	30000	28433	*	*	*	1	8	30000	29675	*	*	*
AGRICULTURE/NAT'L RESOURC	+	24	+	19799				+	35	+	19905			
ARCHITECTURE	+	+	+	+				+	5	+	18130			
CONSULTING	3	34	30333	28418	*	*	*	3	81	30333	27118	*	*	*
HUMAN RESRCS /INDUS RELS	+	10	+	24850				+	25	+	23027			
MANAGEMENT TRAINEE	1	122	21000	20705	*	*	*	1	389	21000	20684	*	*	*
MATH/STATISTICIANS	+	1	+	25500				+	7	+	22184			
PARALEGAL	+	1	+	20000				+	3	+	19333			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	1	+	25000			
RESEARCHERS - TECHNICAL	+	1	+	18000				+	6	+	23020			
TEACHING	3	60	23000	19802	*	*	*	3	282	23000	18890	*	*	*
TOTALS	131	2180						174	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	6	+	$27983				+	80	+	$30160			
MBA--NON-TECH	1	29	$48000	35141	*	*	*	1	71	$48000	32593	*	*	*
MBA--TECH	+	9	+	34256				+	14	+	36280			
MS-BUSINESS	+	7	+	37786				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	8	+	42206				+	15	+	35257			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	3	+	31775				+	5	+	31065			
MANAGEMENT INFORMATION SY	+	1	+	38400				+	3	+	37133			
MARKETING/MKTNG MGT (RESE	+	1	+	50000				+	3	+	35271			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	3	+	22800			
ELEMENTARY EDUCATION	+	1	+	27740				+	11	+	23002			
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	24000				+	6	+	21915			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				+	1	+	12000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	+	1	+	20000				+	1	+	20000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	2	+	32200			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	23419			

continued

ECPO REGIONAL Report No. 1 FEBRUARY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	$35372				1	9	$36500	$35688	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	1	2	$38500	38500	*	*	*	2	10	38650	35791	*	*	*
CIVIL	2	13	30500	32592	*	*	*	2	47	30500	31711	*	*	*
COMPUTER	+	+	+	+				+	1	+	39364			
ELECTRICAL/ELECTRONIC	2	15	38000	38149	*	*	*	2	43	38000	36688	*	*	*
INDUSTRIAL	+	2	+	35300				+	9	+	37056			
MECHANICAL	10	29	37345	37860	*	*	*	11	39	37255	37083	*	*	*
METALLURGICAL	+	5	+	38280				+	5	+	38280			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	+	4	+	38325				+	8	+	38513			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	24000				+	2	+	29124			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	2	29500	30500	*	*	*	1	3	29500	32000	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	12	41573	41550	*	*	*	11	32	41573	37292	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	1	+	34800				+	11	+	32528			
MATHEMATICS (INCL ACTUARI	+	1	+	28395				+	8	+	32343			
PHYSICS	1	1	30000	30000	*	*	*	1	3	30000	29917	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	29	158						32	470					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	17	+	$38494				1	34	$38000	$40276	*	*	*
MBA--TECH	+	1	+	40000				+	3	+	39333			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	13	+	48377				+	29	+	44776			
MBA--TECH	+	2	+	41750				+	7	+	53371			
OVER 4 YEARS														
MBA--NON-TECH	+	9	+	42100				+	28	+	44746			
MBA--TECH	+	+	+	+				+	3	+	67333			
TOTALS	+	42						1	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$38000				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	+	+	+				+	1	+	38000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	38000				+	5	+	37560			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	1	2	$50000	50500	*	*	*	2	9	$50020	48447	*	*	*
CIVIL	+	1	+	37200				+	1	+	37200			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	1	+	55900				+	4	+	57975			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	2	+	45500			
METALLURGICAL	+	+	+	+				+	2	+	52560			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	6	+	39383			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	2	+	36000			
PHYSICS	+	+	+	+				+	3	+	42293			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	1	6						2	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27803 36 35500/23000								
ECONOM & FINANCE (BANKING				21500 2	23000 1				
MANAGEMENT INFO SYSTEMS							27500 2	21500 1	
MARKETING/MARK MGMT (RESR		18000 2							
CHEMICAL									27000 1
CIVIL									29000 1
ELECTRICAL/ELECTRONIC	31000 1						33500 1		
INDUSTRIAL	28000 1								
MECHANICAL	31250 2								
ENGINEERING TECHNOLOGY								30000 1	
COMPUTER SCIENCE	32000 1				31000 1		31570 9		
MATHEMATICS					30000 1				
PHYSICS							35100 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				25000 1					
BUSINESS ADMIN (INCL MGMT				22000 1		21000 1			
ECONOM & FINANCE (BANKING				22333 3		20000 1			
MANAGEMENT INFO SYSTEMS	27000 1								
MARKETING/MARK MGMT (RESR				20500 2					26000 1
PSYCHOLOGY						27000 1			

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				25500 1					
BUSINESS ADMIN (INCL MGMT			22500 1						
HUMAN RSRCS (INCL LABOR R									16450 1
MANAGEMENT INFO SYSTEMS				30000 1	24000 1				
MARKETING/MARK MGMT (RESR		18000 1							
ELEMENTARY EDUCATION					22000 2				
CIVIL						26300 1	24575 1		
ELECTRICAL/ELECTRONIC				31980 1					
INDUSTRIAL						24000 1			
MECHANICAL		33500 1		32300 2					34000 1
COMPUTER SCIENCE						29300 2			
BIOLOGICAL					25000 1				

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ECONOM & FINANCE (BANKING							25000 1	21000 1	
MARKETING/MARK MGMT (RESR									24750 2
ELEMENTARY EDUCATION				21000 1					
CHEMICAL									33540 1
ELECTRICAL/ELECTRONIC					33500 1		35260 2		35400 1
MECHANICAL					28000 2		33000 1		35646 7
COMPUTER SCIENCE					32500 1				
CHEMISTRY									30500 1

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING			27000	2	28000	1										
ECONOM & FINANCE (BANKING													26500	1		
MANAGEMENT INFO SYSTEMS	32500	1											27000	1		
MARKETING/MARK MGMT (RESR					22000	1										
CHEMICAL															34072	3
CIVIL													32000	1	35600	2
ELECTRICAL/ELECTRONIC	33400	1	32500	8							34500	1	35000	1		
INDUSTRIAL	32000	1														
MECHANICAL	34000	1	31849	13				34080	1		33550	2			33012	2
ENGINEERING TECHNOLOGY													33500	1		
COMPUTER SCIENCE	32097	3	32000	1											32032	1

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						26000 1	
ELECTRICAL/ELECTRONIC						31740 1	
MECHANICAL		33000 2					
COMPUTER SCIENCE							26000 2

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27803 36 35500/23000	18000 2		21500 2	23000 1		27500 2	21500 1	
BACHELOR - TECHNICAL	30700 5				30500 2		32066 11	30000 1	28000 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27000 1			22143 7		22667 3			26000 1
BACHELOR - TECHNICAL									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		18000 1	22500 1	27750 2	22667 3				16450 1
BACHELOR - TECHNICAL		33500 1		32193 3	25000 1	27225 4	24575 1		34000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL				21000 1			25000 1	21000 1	24750 2
BACHELOR - TECHNICAL					30500 4		34507 3		34896 10

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	32500 1	27000 2	25000 2					26750 2	
BACHELOR - TECHNICAL	32615 6	32093 22 34600/30600			34080 1		33867 3	33500 3	33934 8

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL						26000 1	
BACHELOR - TECHNICAL		33000 2				31740 1	26000 2

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27803 36 35500/23000	26417 6							
ECONOM & FINANCE (BANKING		22000 1		22000 1	23000 1				25750 2
MARKETING/MARK MGMT (RESR									29500 1
COMPUTER SCIENCE		26520 1			31000 1				

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			22000 1						
ECONOM & FINANCE (BANKING		22500 2							
MARKETING/MARK MGMT (RESR		18000 1					26000 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT							22500 1		
ECONOM & FINANCE (BANKING						21000 1	20000 1		
MARKETING/MARK MGMT (RESR	18000 2						21000 3		
PSYCHOLOGY			27000 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CHEMICAL									36500 1
CIVIL							26625 3		
ELECTRICAL/ELECTRONIC									33300 2
MECHANICAL							28000 1		31517 6
COMPUTER SCIENCE			25900 1	32700 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS									30000 1
CHEMICAL						35717 1	30180 3		
CIVIL								35600 2	32000 1
ELECTRICAL/ELECTRONIC		31860 2		33450 2	33050 2	32200 1		34750 2	33503 7
INDUSTRIAL									28000 2
MECHANICAL		31600 1		34000 1	33500 1		34717 6	32175 7	33189 14
ENGINEERING TECHNOLOGY								31750 2	
COMPUTER SCIENCE			32000 1						32250 2
CHEMISTRY					30500 1				
PHYSICS			35100 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MARKETING/MARK MGMT (RESR									20000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ECONOM & FINANCE (BANKING						21000 1			
HUMAN RSRCS (incl LABOR R		16450 1							
MANAGEMENT INFO SYSTEMS					26167 6	30000 1			
ELEMENTARY EDUCATION	21000 1								
COMPUTER SCIENCE					32190 10		28011 3		
MATHEMATICS								30000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT				21000 1					
ELEMENTARY EDUCATION									22000 2
ELECTRICAL/ELECTRONIC		31000 1							
INDUSTRIAL		28000 1							
COMPUTER SCIENCE		32000 1							
BIOLOGICAL									25000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27803 36 35500/23000	25786 7		22000 1	23000 1				27000 3
BACHELOR - TECHNICAL		26520 1			31000 1				

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		21000 3	22000 1				26000 1		
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18000 2		27000 1			21000 1	21100 5		
BACHELOR - TECHNICAL									

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			25900 1	32700 1			26969 4		32467 9

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									30000 1
BACHELOR - TECHNICAL		31773 3	33550 2	33633 3	32525 4	33959 2	33204 9	33033 13	32756 26 36000/31500

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL									20000 1
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21000 1	16450 1			26167 6	25500 2			
BACHELOR - TECHNICAL					32190 10		28011 3	30000 1	

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL				21000 1					22000 2
BACHELOR - TECHNICAL		30333 3							25000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									48000 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

A3940-1.14

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990 through March 12, 1990) and cumulatively (September 1, 1989, through March 12, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	62	734	$27474	$25614	$30000	$27500	$25000	104	2015	$27527	$26179	$32000	$27500	$24000
BUSINESS ADMIN (INCL MGMT	2	160	25400	23396	*	*	*	5	414	23260	22545	*	*	*
DISTRIBUTION MANAGEMENT	+	10	+	26220				+	28	+	25108			
ECONOM & FINANCE (BANKING	11	205	27393	25105	*	*	*	21	467	25087	24149	29500	25220	21300
HOTEL/RESTAURANT MGMT.	+	4	+	20900				+	31	+	20005			
HUMAN RSRCS (incl LABOR R	+	20	+	24740				1	50	16450	24153	*	*	*
MANAGEMENT INFO SYSTEMS	+	65	+	26664				8	160	27125	26926	*	*	*
MARKETING/MARK MGMT (RESR	1	171	27000	22727	*	*	*	10	501	21950	22759	*	*	*
REAL ESTATE	+	5	+	22900				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	11	+	17238				+	22	+	17985			
COMMUNICATIONS	+	33	+	19983				+	107	+	20160			
JOURNALISM	+	14	+	18879				+	37	+	17351			
TELECOMMUN/BROADCASTING	+	5	+	13920				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	74	+	19103				3	234	21667	19142	*	*	*
PRE-ELEMENTARY EDUCATION	+	15	+	17584				+	23	+	16783			
PHYSICAL EDUCATION	+	5	+	17840				+	23	+	19397			
SPECIAL EDUCATION	+	22	+	20796				+	52	+	19876			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21280				+	36	+	18902			
TEXTILES & CLOTHING	+	2	+	24300				+	30	+	20538			
MERCHANDISING MANAGEMENT	+	4	+	20158				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				+	6	+	22026			
LETTERS (incl English, Li	+	17	+	20065				+	51	+	19050			
VISUAL & PERFORMING ARTS	+	7	+	18000				+	35	+	18727			
HUMANITIES - OTHER	+	17	+	31518				+	45	+	25247			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				+	13	+	20583			
HISTORY	+	3	+	25000				+	8	+	22469			
POLITICAL SCIENCE/GOVT	1	16	35000	21706	*	*	*	1	42	35000	21986	*	*	*
PSYCHOLOGY	1	21	15000	20940	*	*	*	2	53	21000	19655	*	*	*
SOCIOLOGY	+	5	+	27900				+	12	+	23624			
SOCIAL SCIENCES-OTHER	+	4	+	16226				+	16	+	17827			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	70	+	30699				+	116	+	30666			
AGRICULTURAL	+	12	+	32006				+	15	+	31205			
ARCHITECTURAL	+	8	+	30590				+	22	+	30174			
BIOENGINEERING & BIOMEDIC	+	4	+	30353				+	6	+	29568			
CHEMICAL	26	438	34615	35336	37200	35400	33480	31	673	34282	35207	37100	35400	30000
CIVIL	17	174	29561	27762	*	*	*	23	410	29809	27645	33600	29000	27040
COMPUTER	1	49	36800	32310	*	*	*	1	84	36800	31899	*	*	*
ELECTRICAL/ELECTRONIC	9	433	32940	32025	*	*	*	28	950	33107	31624	35000	33450	31000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	14	151	$31179	$31196	*	*	*	17	297	$30618	$30964	*	*	*
MECHANICAL	29	512	31793	32143	$34400	$32460	$30800	66	1045	32369	32082	$34700	$33000	$29000
METALLURGICAL	+	39	+	31672				+	74	+	31998			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	5	+	31630				+	15	+	30583			
PETROLEUM	+	16	+	36788				+	58	+	36120			
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	+	29	+	31576				2	102	31750	29934	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	29250				+	21	+	24976			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22924				+	36	+	22649			
ANIMAL SCIENCES	+	5	+	18400				+	16	+	17830			
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				+	4	+	17925			
OTHER AGRICULTURAL SCIENC	+	3	+	30667				+	14	+	25223			
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	134	30133	29217	*	*	*	29	370	30745	29091	32700	32130	26000
COMPUTER PROGRAMMING	+	21	+	29110				+	30	+	28531			
INFORMATION SCIENCES & SY	1	48	31350	30014	*	*	*	1	149	31350	28615	*	*	*
SYSTEMS ANALYSIS	+	2	+	27250				+	2	+	27250			
HEALTH SCIENCES														
ALLIED HEALTH	+	37	+	27656				+	48	+	26526			
HEALTH SCIENCES	+	4	+	24745				+	16	+	22470			
NURSING	+	14	+	27450				+	23	+	26630			
PHARMACY	+	7	+	31677				+	17	+	33576			
SCIENCES														
ACTUARIAL	+	2	+	26000				+	7	+	28986			
ARCHITECTURAL & ENVIRONME	+	7	+	26440				+	11	+	23248			
BIOLOGICAL	+	7	+	20143				1	25	25000	21780	*	*	*
CHEMISTRY	1	24	34980	29107	*	*	*	2	42	32740	28057	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				+	9	+	19887			
MATHEMATICS	4	17	30313	26721	*	*	*	5	66	30250	24250	*	*	*
PHYSICS	2	5	28500	24400	*	*	*	3	11	30700	25547	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	190	3988						364	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	58	552	$27533	$25880	$31000	$27500	$25000	94	1583	$27636	$26417	$32000	$27500	$24000
ACCOUNTING (PRIVATE)	5	187	27200	24615	*	*	*	13	456	26386	25049	*	*	*
COMMERCIAL BANKING (CNSMR	+	21	+	22257				+	44	+	21059			
COMMERCIAL BANKING (LENDG	1	20	29000	23674	*	*	*	2	60	25500	22844	*	*	*
INVESTMT BANKING (CORP FN	1	7	35000	28643	*	*	*	3	15	29667	28151	*	*	*
INVESTMT BANKNG (M & A)	2	4	26150	25450	*	*	*	2	5	26150	24627	*	*	*
INVESTMT BANKG (REAL EST)	+	3	+	23067				+	6	+	25033			
INVESTMT BANKG (SALES & T	+	3	+	16183				+	4	+	19638			
FINANCIAL/TREASURY ANALYS	9	104	29811	26452	*	*	*	12	184	29108	26306	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	15	+	20160				+	21	+	20333			
UNDERWRITING	1	7	25000	22671	*	*	*	4	39	22000	22031	*	*	*
INSURANCE - CLAIMS	+	16	+	22775				1	40	22000	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	21250				+	11	+	18616			
MEDIA PLANNING	+	3	+	16667				+	9	+	19382			
REPORTING	+	3	+	16167				+	7	+	15923			
PRODUCTION	+	7	+	27094				1	19	26000	25762	*	*	*
PUBLIC RELATIONS	+	12	+	23167				+	27	+	20830			
WRITING / EDITING	+	12	+	17450				+	22	+	17955			
MARKETING														
ADVERTISING	+	14	+	19821				2	28	18000	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	1	21	25220	27730	*	*	*	1	56	25220	25173	*	*	*
BUYER/MERCHANDISING	+	20	+	22602				1	97	27000	22647	*	*	*
DISTRIBUTION	+	12	+	31883				+	29	+	26966			
MARKET RESEARCH	+	9	+	27120				+	15	+	25856			
PURCHASING	+	9	+	22905				1	20	21000	23423	*	*	*
SALES	4	222	29500	25009	*	*	*	9	549	24833	24670	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	6	26600	22383	*	*	*	1	18	26600	20519	*	*	*
FINANC,TAXA, MONETARY POL	+	5	+	18512				+	14	+	21873			
ECONOMIC PROGRAMS	+	10	+	27569				+	11	+	26699			
LAW ENFORCEMENT	+	9	+	26556				+	12	+	25083			
MILITARY	+	6	+	18280				1	39	25900	21771	*	*	*
NATIONAL SECURITY	+	1	+	21000				1	2	32700	26850	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	7	+	29371				+	12	+	27554			
DESIGN / CONSTRUCT	17	279	29305	30142	*	*	*	21	613	28860	29990	30860	29000	26300
ENVIRONMENTAL/SANITATION	2	31	29827	29627	*	*	*	2	56	29827	28852	*	*	*
MANUFACTURING/INDUSTRIAL	6	318	33750	32550	*	*	*	15	712	32980	32172	*	*	*
SYSTEMS / PROGRAMMING	3	59	36127	30916	*	*	*	3	132	36127	30841	*	*	*
POWER SYSTEMS	3	61	32767	32242	*	*	*	6	130	32270	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	2	50	32750	31606	*	*	*	4	117	33150	31403	*	*	*
HARDWARE DESIGN & DEVELOP	+	40	+	32181				3	97	33633	31794	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	129	$30526	$32612	*	*	*	11	265	$31253	$31905	*	*	*
TESTING	3	35	32400	31190	*	*	*	5	107	33023	30487	*	*	*
PROCESS ENGINEERING	16	312	35711	35485	*	*	*	25	522	34809	35057	$37100	$35300	$33540
PROJECT ENGINEERING	8	132	31410	32696	*	*	*	21	379	32414	32276	35600	32724	29500
OTHER ENGINEERING	20	375	32707	31952	$35000	$32470	$31000	47	597	32677	31466	35000	32700	31000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				+	18	+	21693			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				+	10	+	22371			
NURSES / PERSONAL CARE	+	15	+	26420				+	24	+	25629			
OCCUPATIONAL THERAPY	+	13	+	26585				+	17	+	26332			
PHARMACIST	+	1	+	29500				+	7	+	35519			
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	+	12	+	22542				1	28	20000	20993	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	7	+	19798				1	14	21000	18376	*	*	*
COUNSELING	1	11	15000	17175	*	*	*	2	27	15725	16521	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	7	+	18821				+	19	+	18556			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	117	29653	29092	*	*	*	19	329	29887	28210	*	*	*
INFORMATION SYSTEMS	4	81	27838	27129	*	*	*	6	172	27058	26945	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	70	+	30501				3	172	28011	29793	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	5	31850	29490	*	*	*	2	13	30925	29604	*	*	*
AGRICULTURE/NAT'L RESOURC	+	14	+	21390				+	49	+	20329			
ARCHITECTURE	+	1	+	19200				+	6	+	18308			
CONSULTING	5	119	30400	28866	*	*	*	8	221	30375	28183	*	*	*
HUMAN RESRCS /INDUS RELS	+	14	+	23436				+	41	+	23478			
MANAGEMENT TRAINEE	5	179	30952	22968	*	*	*	6	572	29293	21439	*	*	*
MATH/STATISTICIANS	+	1	+	30600				+	8	+	23236			
PARALEGAL	+	2	+	12150				+	5	+	16460			
RESEARCHERS NON-TECHNICAL	1	3	26000	23000	*	*	*	1	6	26000	23833	*	*	*
RESEARCHERS - TECHNICAL	+	15	+	28225				+	23	+	27089			
TEACHING	+	123	+	19500				3	411	23000	19116	*	*	*
TOTALS	190	3988						364	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	6	56	$31000	$27929	*	*	*	6	141	$31000	$29205	*	*	*
MBA--NON-TECH	+	46	+	35990				1	143	48000	33670	*	*	*
MBA--TECH	+	10	+	37650				+	26	+	36812			
MS-BUSINESS-	+	+	+	+				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	17	+	39450				+	33	+	37349			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	8	+	30613				+	17	+	30102			
MANAGEMENT INFORMATION SY	+	2	+	29500				+	5	+	34080			
MARKETING/MKTNG MGT (RESE	+	3	+	39974				+	6	+	37622			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	28622				+	9	+	26681			
ELEMENTARY EDUCATION	+	11	+	22189				+	23	+	22222			
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	14	+	21471				+	24	+	22129			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	4	+	22315				+	5	+	22535			

continued

ECPO REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	$33843				1	16	$36500	$34881	*	*	*
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	1	1	$42000	42000	*	*	*	1	1	42000	42000	*	*	*
CHEMICAL	1	28	27000	37530	*	*	*	3	38	34767	37072	*	*	*
CIVIL	2	48	30000	32433	*	*	*	4	95	30250	32076	*	*	*
COMPUTER	+	11	+	34011				+	12	+	34457			
ELECTRICAL/ELECTRONIC	1	63	33500	36823	*	*	*	3	107	36500	36776	*	*	*
INDUSTRIAL	+	18	+	34653				+	27	+	35454			
MECHANICAL	+	58	+	36586				11	101	37255	36606	*	*	*
METALLURGICAL	+	11	+	36384				+	16	+	36976			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				+	10	+	37626			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				+	5	+	25450			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	+	6	+	32988				1	10	29500	31893	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	23	40500	36331	*	*	*	12	59	41483	36959	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				+	13	+	32090			
MATHEMATICS (INCL ACTUARI	+	3	+	22395				+	11	+	29630			
PHYSICS	+	2	+	29960				1	5	30000	29934	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	12	493						44	1024					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	25	+	$43996				1	63	$38000	$41681	*	*	*
MBA--TECH	+	8	+	56875				+	12	+	51917			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	24	+	45022				+	60	+	44642			
MBA--TECH	+	31	+	50912				+	41	+	50948			
OVER 4 YEARS														
MBA--NON-TECH	4	26	$31250	39612	*	*	*	4	69	31250	45272	*	*	*
MBA--TECH	+	10	+	50670				+	17	+	56747			
TOTALS	4	124						5	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				+	10	+	43870			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	16	+	51968				2	25	$50020	50700	*	*	*
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	1	6	$57500	57167	*	*	*	1	11	57500	55900	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	1	5	54000	47627	*	*	*	1	7	54000	47019	*	*	*
METALLURGICAL	+	4	+	49550				+	6	+	50553			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	30	+	46812				+	38	+	45307			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				+	3	+	34667			
PHYSICS	+	1	+	42000				+	7	+	41340			
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	2	68						4	126					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ Not applicable

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27611 93 35500/24000			28000 2					
ECONOM & FINANCE (BANKING	30000 1			24000 3	24767 3				
MANAGEMENT INFO SYSTEMS							27500 2	21500 1	
MARKETING/MARK MGMT (RESR		18000 2							
POLITICAL SCIENCE/GOVT					35000 1				
CHEMICAL								35078 1	27000 1
CIVIL									28736 10
COMPUTER							36800 1		
ELECTRICAL/ELECTRONIC	31000 1						33500 1		
INDUSTRIAL	28000 1			33000 1	33333 3			30667 6	
MECHANICAL	31250 2								
ENGINEERING TECHNOLOGY								30000 1	
COMPUTER SCIENCE	32000 1				31000 1		30813 10		
INFORMATION SCIENCES & SY								31350 1	
MATHEMATICS					30000 1				
PHYSICS							35100 1		

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			25500 1	25000 1					
BUSINESS ADMIN (INCL MGMT				23500 2		21000 1			
ECONOM & FINANCE (BANKING	29500 1		25500 1	22333 3		20000 1			
MANAGEMENT INFO SYSTEMS	27000 1								
MARKETING/MARK MGMT (RESR				20500 2					26000 1
PSYCHOLOGY						27000 1			
ELECTRICAL/ELECTRONIC				31000 1					
MATHEMATICS				31850 1					

AVERAGE SALARY OFFERS MARCH 1990 ECPD REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				25500 1					
BUSINESS ADMIN (INCL MGMT			22500 1						
ECONOM & FINANCE (BANKING				26000 1					
HUMAN RSRCS (incl LABOR R									18450 1
MANAGEMENT INFO SYSTEMS				30000 1	24000 1				
MARKETING/MARK MGMT (RESR		18000 1							
ELEMENTARY EDUCATION					22000 2				
PSYCHOLOGY									15000 1
CHEMICAL						26300 2	25000 1		
CIVIL				33350 2		26300 1	27038 4		
ELECTRICAL/ELECTRONIC		33500 1		33195 4					
INDUSTRIAL				32000 1		25000 2			
MECHANICAL		33500 1		33100 3		23440 2			34000 1
COMPUTER SCIENCE						29300 2			
BIOLOGICAL					25000 1				
MATHEMATICS							31700 1		

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT					25800 1				
ECONOM & FINANCE (BANKING					25800 1		25000 1	21000 1	
MARKETING/MARK MGMT (RESR								27000 1	24750 2
ELEMENTARY EDUCATION				21000 1					
CHEMICAL									35623 15
CIVIL								28800 1	35100 1
ELECTRICAL/ELECTRONIC					33500 1		35260 2		35400 1
MECHANICAL					30350 4		33000 2		35040 9
COMPUTER SCIENCE					32500 1				
CHEMISTRY									30500 1
PHYSICS					25000 1				

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		27000 2	28000 1					29000 1	
ECONOM & FINANCE (BANKING			25220 1					26500 1	
MANAGEMENT INFO SYSTEMS	32500 1							27000 1	
MARKETING/MARK MGMT (RESR			22000 1						
CHEMICAL		35700 3		35400 3					34554 4
CIVIL		30000 1						32000 1	35600 2
ELECTRICAL/ELECTRONIC	33400 1	32597 12					34500 1	35000 1	
INDUSTRIAL	32000 1				29500 1				
MECHANICAL	34000 1	31874 27 34600/29000			34290 2		33550 2	33900 1	33675 3
ENGINEERING TECHNOLOGY								33500 1	
COMPUTER SCIENCE	32258 5	32153 3							32032 1
CHEMISTRY									34980 1
MATHEMATICS		28850 2							

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						26000 2	
ECONOM & FINANCE (BANKING						29500 2	
CHEMICAL			37200 1				
ELECTRICAL/ELECTRONIC						31740 1	
INDUSTRIAL			32000 1				
MECHANICAL		33000 2	31555 4				
COMPUTER SCIENCE			33600 1			29000 1	25667 3
PHYSICS							32000 1

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27636 94 35500/24000	18000 2		25600 5	27325 4		27500 2	21500 1	
BACHELOR - TECHNICAL	30700 5			33000 1	32200 5		31810 13	31159 9	28578 11

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	28250 2		25500 2	22500 8		22667 3			26000 1
BACHELOR - TECHNICAL				31425 2					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		18000 1	22500 1	27167 3	22667 3				15725 2
BACHELOR - TECHNICAL		33500 2		33078 10	25000 1	20042 9	27475 6		34000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL				21000 1	25800 2		25000 1	24000 2	24750 2
BACHELOR - TECHNICAL					30343 7		34130 4	28800 1	35211 27 37920/33540

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	32500 1	27000 2	25073 3					27500 3	
BACHELOR - TECHNICAL	32586 8	32146 48 36000/30000		35400 3	32693 3		33867 3	33600 4	34314 11

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL						27750 4	
BACHELOR - TECHNICAL		33000 2	32717 7			30370 2	27250 4

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27611 93 35500/24000	26900 10							
BUSINESS ADMIN (INCL MGMT									25800 1
ECONOM & FINANCE (BANKING	30000 1	23750 2		25500 2	23000 1	21300 1			27717 6
MARKETING/MARK MGMT (RESR									29500 1
POLITICAL SCIENCE/GOVT					35000 1				
INDUSTRIAL						31000 1			32000 3
COMPUTER SCIENCE		26520 1			31000 1				
MATHEMATICS									31700 1

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		25000 1	22000 1						
ECONOM & FINANCE (BANKING		22500 2							
MARKETING/MARK MGMT (RESR		18000 1					26000 1		

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT							22500 1		
ECONOM & FINANCE (BANKING		25220 1				21000 1	20000 1		
MARKETING/MARK MGMT (RESR	18000 2						22500 4		
PSYCHOLOGY			27000 1						
CHEMICAL								26600 1	
ELECTRICAL/ELECTRONIC							31000 1		
INDUSTRIAL							32000 1		
MECHANICAL							28000 1		

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CHEMICAL							25000 1	35078 1	35767 3
CIVIL							28360 14	24575 1	
ELECTRICAL/ELECTRONIC									33300 2
MECHANICAL							31604 5		32080 10
COMPUTER SCIENCE			25900 1	32700 1					
MATHEMATICS							26000 1		

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS									30000 1
CHEMICAL					32933 3	35717 1	34830 18	37100 1	35100 2
CIVIL		33350 2						33733 3	30500 2
COMPUTER	36800 1								
ELECTRICAL/ELECTRONIC	34580 1	31860 2		33450 2	33200 3	32450 2		34127 3	33302 11
INDUSTRIAL	37000 1							29500 1	29333 3
MECHANICAL		31600 2		34000 1	28720 4	32250 2	34717 6	32202 10	32924 24 36000/31500
ENGINEERING TECHNOLOGY								31750 2	
COMPUTER SCIENCE			32500 3						32700 3
CHEMISTRY					30500 1		34980 1		
PHYSICS			35100 1					25000 1	32000 1

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MARKETING/MARK MGMT (RESR									20000 1

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ECONOM & FINANCE (BANKING						21000 1			
HUMAN RSRCS (incl LABOR R		16450 1							
MANAGEMENT INFO SYSTEMS					26167 6	30000 1			
ELEMENTARY EDUCATION	21000 1								
PSYCHOLOGY		15000 1							
INDUSTRIAL						27000 1			
COMPUTER SCIENCE					31605 13	26500 2	28011 3		
INFORMATION SCIENCES & SY						31350 1			
MATHEMATICS								30925 2	

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				26000 1					
BUSINESS ADMIN (INCL MGMT				21000 1					
ECONOM & FINANCE (BANKING				29500 1			26000 1		
ELEMENTARY EDUCATION									22000 2
CIVIL				35100 1					
ELECTRICAL/ELECTRONIC		31000 1							
INDUSTRIAL		30000 6							
MECHANICAL				32460 1					
COMPUTER SCIENCE		32000 1							
BIOLOGICAL									25000 1
MATHEMATICS				31700 1					

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27636 94 35500/24000	26375 12		25500 2	29000 2	21300 1			27700 8
BACHELOR - TECHNICAL		26520 1			31000 1	31000 1			31925 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		22000 4	22000 1				26000 1		
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18000 2	25220 1	27000 1			21000 1	22083 6		
BACHELOR - TECHNICAL							30333 3	26600 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			25900 1	32700 1			28860 21 34400/26300	29827 2	32980 15

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									30000 1
BACHELOR - TECHNICAL	36127 3	32270 6	33150 4	33633 3	31253 11	33023 5	34809 25 37400/33540	32414 21 37920/29500	32735 46 36000/31000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL									20000 1
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	21000	1	15725	2					26167	6	25500	2						
BACHELOR - TECHNICAL									31605	13	27838	4	28011	3	30925	2		

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL							25500	3					26000	1			22000	2
BACHELOR - TECHNICAL			30375	8			33087	3									25000	1

AVERAGE SALARY OFFERS MARCH 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									48000 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 9, 1990 through April 10, 1990) and cumulatively (September 1, 1989, through April 10, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	13	369	$25946	$25882	*	*	*	117	2290	$27351	$26141	$32000	$27500	$24000
BUSINESS ADMIN (INCL MGMT	6	105	24567	23741	*	*	*	11	508	23973	22730	*	*	*
DISTRIBUTION MANAGEMENT	+	6	+	26116				+	34	+	25285			
ECONOM & FINANCE (BANKING	6	155	25333	24892	*	*	*	27	598	25141	24324	29500	25000	21300
HOTEL/RESTAURANT MGMT.	+	+	+	+				+	31	+	20005			
HUMAN RSRCS (incl LABOR R	1	4	20000	19625	*	*	*	2	54	18225	23817	*	*	*
MANAGEMENT INFO SYSTEMS	2	72	27680	28023	*	*	*	10	229	27236	27252	*	*	*
MARKETING/MARK MGMT (RESR	4	136	21876	22648	*	*	*	14	623	21929	22720	*	*	*
REAL ESTATE	+	+	+	+				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	4	+	17625				+	24	+	18049			
COMMUNICATIONS	+	13	+	20859				+	115	+	20182			
JOURNALISM	+	8	+	18000				+	44	+	17500			
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	45	+	19655				3	276	21667	19162	*	*	*
PRE-ELEMENTARY EDUCATION	+	1	+	19050				+	23	+	16783			
PHYSICAL EDUCATION	+	8	+	19562				+	31	+	19439			
SPECIAL EDUCATION	+	7	+	19934				+	57	+	19926			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				+	37	+	18932			
TEXTILES & CLOTHING	+	+	+	+				+	30	+	20538			
MERCHANDISING MANAGEMENT	+	+	+	+				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	23461				+	10	+	21646			
LETTERS (incl English, Li	1	7	23000	20471	*	*	*	1	58	23000	19222	*	*	*
VISUAL & PERFORMING ARTS	+	16	+	19464				+	50	+	19057			
HUMANITIES - OTHER	+	2	+	22500				+	46	+	24915			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	21000				+	15	+	20639			
HISTORY	+	4	+	18704				+	12	+	21214			
POLITICAL SCIENCE/GOVT	3	21	28267	24650	*	*	*	4	61	29950	22269	*	*	*
PSYCHOLOGY	1	17	22000	21864	*	*	*	3	58	21333	20077	*	*	*
SOCIOLOGY	+	9	+	19144				+	20	+	21689			
SOCIAL SCIENCES-OTHER	+	11	+	21136				+	26	+	19028			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	34	+	29977				+	150	+	30510			
AGRICULTURAL	+	14	+	28327				+	29	+	29815			
ARCHITECTURAL	+	7	+	30700				+	29	+	30301			
BIOENGINEERING & BIOMEDIC	+	14	+	31344				+	20	+	30812			
CHEMICAL	10	254	33816	35179	*	*	*	41	924	34168	35197	37100	35100	30000
CIVIL	5	98	28451	27713	*	*	*	28	508	29567	27658	33600	29000	26255
COMPUTER	2	68	32750	30727	*	*	*	3	148	34100	31307	*	*	*
ELECTRICAL/ELECTRONIC	13	265	31747	31830	*	*	*	41	1197	32676	31672	35000	32700	31000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	6	92	$30283	$30491	*	*	*	23	388	$30530	$30850	$33000	$31000	$27000
MECHANICAL	13	259	31803	32719	*	*	*	79	1296	32276	32212	34700	32700	29000
METALLURGICAL	1	12	33000	33727	*	*	*	1	86	33000	32239	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	1	+	32220				+	16	+	30685			
PETROLEUM	+	28	+	34011				+	86	+	35434			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	1	61	35000	28311	*	*	*	3	162	32833	29315	*	*	*
INDUSTRIAL TECHNOLOGY	2	4	29520	29960	*	*	*	2	25	29520	25774	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	30	+	21852				+	65	+	22199			
ANIMAL SCIENCES	+	4	+	17517				+	20	+	17768			
PLANT SCIENCES	+	18	+	21831				+	23	+	21694			
NATURAL RESOURCES	+	1	+	20700				+	5	+	18480			
OTHER AGRICULTURAL SCIENC	+	13	+	22622				+	27	+	23971			
COMPUTER SCIENCE														
COMPUTER SCIENCE	18	120	31250	30303	*	*	*	47	463	30939	29402	33600	32032	26000
COMPUTER PROGRAMMING	1	4	27000	28275	*	*	*	1	34	27000	28501	*	*	*
INFORMATION SCIENCES & SY	+	44	+	27822				1	180	31350	28432	*	*	*
SYSTEMS ANALYSIS	+	1	+	28980				+	3	+	27827			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				+	48	+	26526			
HEALTH SCIENCES	+	5	+	15000				+	21	+	20691			
NURSING	+	1	+	23000				+	23	+	26630			
PHARMACY	+	3	+	35000				+	20	+	33790			
SCIENCES														
ACTUARIAL	+	20	+	20411				+	27	+	22634			
ARCHITECTURAL & ENVIRONME	+	43	+	25533				+	54	+	25068			
BIOLOGICAL	+	6	+	20956				1	30	25000	21286	*	*	*
CHEMISTRY	+	24	+	30198				2	65	32740	28809	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	9	+	25893				+	18	+	22890			
MATHEMATICS	3	47	33333	27741	*	*	*	8	107	31406	25600	*	*	*
PHYSICS	+	3	+	30465				3	13	30700	26262	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	112	2636						476	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	10	282	$27600	$26278	*	*	*	104	1796	$27633	$26398	$32000	$27500	$24000
ACCOUNTING (PRIVATE)	6	82	22667	24496	*	*	*	19	505	25212	24960	*	*	*
COMMERCIAL BANKING (CNSMR	2	34	19650	20038	*	*	*	2	77	19650	20642	*	*	*
COMMERCIAL BANKING (LENDG	1	11	29000	22436	*	*	*	3	69	26667	22775	*	*	*
INVESTMT BANKING (CORP FN	1	3	40000	29733	*	*	*	4	18	32250	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				2	5	26150	24627	*	*	*
INVESTMT B .NKG (REAL EST)	+	4	+	23997				+	10	+	24619			
INVESTMT BANKG (SALES & T	+	7	+	19500				+	11	+	19550			
FINANCIAL/TREASURY ANALYS	4	44	28700	26584	*	*	*	16	224	29006	26424	*	*	*
PORTFOLIO MGMT/BROKERAGE	1	4	30000	22125	*	*	*	1	25	30000	20620	*	*	*
UNDERWRITING	+	5	+	21800				4	43	22000	22005	*	*	*
INSURANCE - CLAIMS	2	13	24700	22723	*	*	*	3	52	23800	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18177				+	15	+	18778			
MEDIA PLANNING	+	+	+	+				+	9	+	19382			
REPORTING	+	3	+	15076				+	10	+	15669			
PRODUCTION	+	2	+	12700				1	20	26000	24974	*	*	*
PUBLIC RELATIONS	1	8	34500	21417	*	*	*	1	35	34500	20964	*	*	*
WRITING / EDITING	1	6	23000	18333	*	*	*	1	28	23000	18036	*	*	*
MARKETING														
ADVERTISING	+	8	+	21313				2	32	18000	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	1	34	22504	26252	*	*	*	2	89	23862	25626	*	*	*
BUYER/MERCHANDISING	+	26	+	24742				1	122	27000	22869	*	*	*
DISTRIBUTION	2	13	29050	25941	*	*	*	2	42	29050	26649	*	*	*
MARKET RESEARCH	1	17	18000	24052	*	*	*	1	32	18000	24897	*	*	*
PURCHASING	+	9	+	24722				1	28	21000	24034	*	*	*
SALES	2	143	23500	24623	*	*	*	11	677	24591	24676	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	4	+	20257				1	21	26600	20551	*	*	*
FINANC,TAXA, MONETARY POL	+	10	+	25090				+	24	+	23214			
ECONOMIC PROGRAMS	+	+	+	+				+	11	+	26699			
LAW ENFORCEMENT	+	2	+	21000				+	14	+	24500			
MILITARY	+	33	+	21710				1	71	25900	21683	*	*	*
NATIONAL SECURITY	+	+	+	+				1	2	32700	26850	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	24000				+	3	+	25167			
ENGINEERING														
BIOENGINEERING	+	6	+	33548				+	18	+	29552			
DESIGN / CONSTRUCT	7	104	30677	29946	*	*	*	28	715	29314	29975	32240	29000	26300
ENVIRONMENTAL/SANITATION	+	16	+	26489				2	72	29827	28327	*	*	*
MANUFACTURING/INDUSTRIAL	4	183	30025	32212	*	*	*	19	886	32358	32180	*	*	*
SYSTEMS / PROGRAMMING	4	36	35390	31845	*	*	*	7	165	35706	31019	*	*	*
POWER SYSTEMS	4	50	32105	32249	*	*	*	10	178	32204	31902	*	*	*
SOFTWARE DESIGN & DEVELOP	7	29	33743	31713	*	*	*	11	146	33527	31465	*	*	*
HARDWARE DESIGN & DEVELOP	2	24	33500	31530	*	*	*	5	120	33580	31844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	77	$32596	$32894	*	*	*	16	334	$31673	$32089	*	*	*
TESTING	1	21	31000	30940	*	*	*	6	126	32686	30554	*	*	*
PROCESS ENGINEERING	7	207	33394	34990	*	*	*	32	726	34499	35034	$37100	$35110	$33540
PROJECT ENGINEERING	+	90	+	32940				21	469	32414	32403	35600	32724	29500
OTHER ENGINEERING	15	297	29776	31137	*	*	*	62	889	31975	31356	34800	32150	28800
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				+	20	+	22273			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				+	10	+	22371			
NURSES / PERSONAL CARE	+	3	+	32667				+	26	+	26542			
OCCUPATIONAL THERAPY	+	2	+	23000				+	18	+	25980			
PHARMACIST	+	3	+	35000				+	10	+	35363			
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	+	3	+	28427				+	6	+	23297			
OTHER HEALTH RELATED	+	9	+	18963				1	37	20000	20500	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				1	14	21000	18376	*	*	*
COUNSELING	+	3	+	18667				2	29	15725	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	3	+	21733				+	20	+	18479			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	8	151	28250	29059	*	*	*	27	449	29402	28527	32500	31000	25000
INFORMATION SYSTEMS	2	45	32080	29419	*	*	*	8	214	28314	27506	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	64	30667	29054	*	*	*	6	230	29339	29539	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	29101				2	22	30925	29398	*	*	*
AGRICULTURE/NAT'L RESOURC	+	32	+	20704				+	81	+	20477			
ARCHITECTURE	+	8	+	24851				+	14	+	22047			
CONSULTING	3	97	31500	28645	*	*	*	11	297	30682	28318	*	*	*
HUMAN RESRCS /INDUS RELS	+	7	+	22770				+	46	+	23113			
MANAGEMENT TRAINEE	4	138	25750	22488	*	*	*	10	706	27876	21616	*	*	*
MATH/STATISTICIANS	+	3	+	21412				+	11	+	22739			
PARALEGAL	1	3	20000	16813	*	*	*	1	8	20000	16593	*	*	*
RESEARCHERS NON-TECHNICAL	+	17	+	21620				1	21	26000	21978	*	*	*
RESEARCHERS - TECHNICAL	+	8	+	31091				+	29	+	27939			
TEACHING	+	67	+	19656				3	472	23000	19158	*	*	*
TOTALS	112	2636						476	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	8	+	$27438				6	144	$31000	$29141	*	*	*
MBA--NON-TECH	+	76	+	37423				1	193	48000	35305	*	*	*
MBA--TECH	+	31	+	39125				+	55	+	38132			
MS-BUSINESS	+	3	+	31933				+	19	+	33679			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	33	+	37349			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	5	+	27823				+	18	+	29963			
MANAGEMENT INFORMATION SY	+	7	+	32933				+	12	+	33411			
MARKETING/MKTNG MGT (RESE	+	2	+	32250				+	8	+	36279			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	26681			
ELEMENTARY EDUCATION	+	2	+	19500				+	24	+	22337			
PHYSICAL EDUCATION	+	4	+	36024				+	5	+	33719			
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	+	5	+	24800				+	25	+	22244			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	18000				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	6	+	29698				+	26	+	24731			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

ECPO REGIONAL Report No. 3 APRIL 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	2	$33280	$34940	*	*	*	2	18	$34890	$34887	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	1	42000	42000	*	*	*
CHEMICAL	3	10	38767	36450	*	*	*	6	48	36767	36943	*	*	*
CIVIL	+	7	+	31711				4	102	30250	32051	*	*	*
COMPUTER	+	8	+	34952				+	20	+	34655			
ELECTRICAL/ELECTRONIC	1	33	37600	37195	*	*	*	4	139	36775	36870	*	*	*
INDUSTRIAL	+	14	+	35163				+	41	+	35355			
MECHANICAL	2	27	35520	37032	*	*	*	13	124	36988	36840	*	*	*
METALLURGICAL	+	4	+	37973				+	20	+	37176			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	5	+	34834				+	6	+	33829			
PETROLEUM	+	14	+	38749				+	24	+	38281			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	5	+	25450			
HEALTH SCIENCES	+	5	+	17403				+	7	+	18374			
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	3	+	25932				+	3	+	25932			
BIOLOGICAL	+	4	+	33861				+	6	+	29441			
CHEMISTRY	+	2	+	28880				1	11	29500	31972	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	36803				12	62	41483	36881	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	18	+	35038				+	31	+	33802			
MATHEMATICS (INCL ACTUARI	+	1	+	37000				+	12	+	30244			
PHYSICS	+	4	+	29624				1	9	30000	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	7	324						51	1287					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	86	+	$47587				1	145	$38000	$45254	*	*	*
MBA--TECH	+	34	+	50493				+	45	+	50884			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	121	$55000	50763	*	*	*	1	174	55000	48973	*	*	*
MBA--TECH	+	70	+	52695				+	108	+	52227			
OVER 4 YEARS														
MBA--NON-TECH	+	64	+	52656				4	118	31250	47905	*	*	*
MBA--TECH	+	40	+	57468				+	53	+	56744			
TOTALS	1	415						6	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	1	+	$42000				+	2	+	50000			
ECONOMICS	+	1	+	42096				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	8	+	47181				+	14	+	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	5	+	33400				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	2	2	$47496	47496	*	*	*	2	3	$47496	48331	*	*	*
CHEMICAL	+	15	+	51801				2	40	50020	51113	*	*	*
CIVIL	2	2	48492	48492	*	*	*	2	3	48492	44728	*	*	*
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	6	11	53830	49361	*	*	*	7	21	54354	53232	*	*	*
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	1	3	49992	49328	*	*	*	2	10	51996	47712	*	*	*
METALLURGICAL	2	3	48600	48800	*	*	*	2	9	48600	49969	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	38698				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	2	11	49020	42695	*	*	*	2	47	49020	44900	*	*	*
GEOLOGICAL SCIENCES	+	7	+	35937				+	7	+	35937			
MATHEMATICS	+	1	+	35000				+	4	+	34750			
PHYSICS	+	5	+	40718				+	9	+	41385			
POLYMER	+	3	+	48000				+	4	+	47250			
TOTALS	15	86						19	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27610 103 35500/24000			23460 5					
BUSINESS ADMIN (INCL MGMT				25000 1		26000 1			
ECONOM & FINANCE (BANKING	30000 1			24600 5	26075 4	24000 1			
MANAGEMENT INFO SYSTEMS						25000 1	28453 3	21500 1	
MARKETING/MARK MGMT (RESR		18000 2							
POLITICAL SCIENCE/GOVT					32900 2			34000 1	
CHEMICAL								35078 1	27000 1
CIVIL									28851 11
COMPUTER							36800 1		
ELECTRICAL/ELECTRONIC	31000 1				40000 1	35500 1	33500 1		
INDUSTRIAL	28000 1			32000 2	32625 4			31125 8	
MECHANICAL	31250 2							35500 1	
ENGINEERING TECHNOLOGY								30000 1	
COMPUTER SCIENCE	32000 1				30250 2		30678 12	27667 3	34000 1
INFORMATION SCIENCES & SY								31350 1	
MATHEMATICS					30000 1	34500 1		31000 1	
PHYSICS							35100 1		

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			25500 1	25000 1					
BUSINESS ADMIN (INCL MGMT				23467 3		21000 1			
ECONOM & FINANCE (BANKING	25500 3		25500 1	22333 3		20000 1			
HUMAN RSRCS (incl LABOR R	20000 1								
MANAGEMENT INFO SYSTEMS	27000 1								
MARKETING/MARK MGMT (RESR				21250 4		22504 1			26000 1
LETTERS (incl English, Li									23000 1
POLITICAL SCIENCE/GOVT					20000 1				
PSYCHOLOGY						24500 2			
ELECTRICAL/ELECTRONIC				31000 1					
COMPUTER PROGRAMMING				27000 1					
MATHEMATICS				31850 1					

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				25500 1					
BUSINESS ADMIN (INCL MGMT			22500 1						
ECONOM & FINANCE (BANKING				26000 1					
HUMAN RSRCS (incl LABOR R									16450 1
MANAGEMENT INFO SYSTEMS				30000 1	24000 1				
MARKETING/MARK MGMT (RESR		18000 1							
ELEMENTARY EDUCATION					22000 2				
PSYCHOLOGY									15000 1
CHEMICAL						26300 2	25000 1		
CIVIL				33350 2		26185 3	27038 4		
ELECTRICAL/ELECTRONIC		33500 1		32996 5		26226 2			
INDUSTRIAL				31000 2		25000 2			
MECHANICAL		33500 1		33100 3		23440 2			34000 1
ENGINEERING TECHNOLOGY				35000 1					
COMPUTER SCIENCE				34500 1		29300 2			
BIOLOGICAL					25000 1				
MATHEMATICS				34500 1			31700 1		

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BUSINESS ADMIN (INCL MGMT					25800 1			25000 1	
ECONOM & FINANCE (BANKING					25800 1		25000 1	21000 1	
MARKETING/MARK MGMT (RESR								27000 1	24750 2
ELEMENTARY EDUCATION				21000 1					
CHEMICAL									34883 24 37400/34020
CIVIL								28650 2	35100 1
ELECTRICAL/ELECTRONIC					33500 1		35260 2		35400 1
MECHANICAL					30560 5		32940 4		35040 9
METALLURGICAL								33000 1	
COMPUTER SCIENCE					31750 2				
CHEMISTRY									30500 1
PHYSICS					25000 1				

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		27000 2	28000 1					29000 1	
ECONOM & FINANCE (BANKING			25220 1					26500 1	
MANAGEMENT INFO SYSTEMS	32500 1							27000 1	
MARKETING/MARK MGMT (RESR	21000 1		22000 1						
CHEMICAL		35600 4		35400 3					34554 4
CIVIL		30750 2						32000 1	35600 2
COMPUTER		34000 1							
ELECTRICAL/ELECTRONIC	32400 3	32235 17					34500 1	35000 1	
INDUSTRIAL	32000 1				29500 1				
MECHANICAL	34000 1	31703 34 34600/29000	31500 1		34290 2		33550 2	33900 1	33251 4
ENGINEERING TECHNOLOGY								33500 1	
COMPUTER SCIENCE	32379 10	32066 7							32032 1
CHEMISTRY									34980 1
MATHEMATICS		28850 2							

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						26000 2	
BUSINESS ADMIN (INCL MGMT					23000 1		25000 1
ECONOM & FINANCE (BANKING						29500 2	
CHEMICAL			37200 1				
COMPUTER						31500 1	
ELECTRICAL/ELECTRONIC						31830 2	
INDUSTRIAL			32000 1				25200 1
MECHANICAL		33000 2	31555 4				
INDUSTRIAL TECHNOLOGY							29520 2
COMPUTER SCIENCE			33600 1			29000 1	25667 3
PHYSICS							32000 1

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27633 104 35500/24000	18000 2		24118 11	28350 6	25000 3	28453 3	27750 2	
BACHELOR - TECHNICAL	30700 5			32000 2	32625 8	35000 2	31569 15	30933 16	29105 13

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24700 5		25500 2	22491 11	20000 1	22501 5			24500 2
BACHELOR - TECHNICAL				29950 3					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		18000 1	22500 1	27167 3	22667 3				15725 2
BACHELOR - TECHNICAL		33500 2		33132 15	25000 1	26084 13	27475 6		34000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL				21000 1	25800 2		25000 1	24333 3	24750 2
BACHELOR - TECHNICAL					30533 9		33713 6	30100 3	34821 36 37920/33540

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26750 2	27000 2	25073 3					27500 3	
BACHELOR - TECHNICAL	32466 15	32029 67 36000/30000	31500 1	35400 3	32693 3		33867 3	33600 4	34119 12

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL					23000 1	27750 4	25000 1
BACHELOR - TECHNICAL		33000 2	32717 7			31040 4	27606 7

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27610 103 35500/24000	26333 12	14300 1						
BUSINESS ADMIN (INCL MGMT			25000 1						25800 1
ECONOM & FINANCE (BANKING	30000 1	23300 5		26667 3	23000 1	21300 1			27186 7
HUMAN RSRCS (incl LABOR R		20000 1							
MARKETING/MARK MGMT (RESR									29500 1
POLITICAL SCIENCE/GOVT					35000 1				30800 1
ELECTRICAL/ELECTRONIC					40000 1				
INDUSTRIAL						31000 1			31625 4
COMPUTER SCIENCE		26520 1			31000 1				29500 1
MATHEMATICS									31700 1

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		25000 1	22700 2						
ECONOM & FINANCE (BANKING	30000 1	22500 2							
MARKETING/MARK MGMT (RESR		18000 1	26000 1				26000 1		
LETTERS (incl English, Li									23000 1
COMPUTER SCIENCE								34500 1	

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT				23000 1			24250 2		
ECONOM & FINANCE (BANKING		25220 1				21000 1	20000 1		
MARKETING/MARK MGMT (RESR	18000 2	22504 1			18000 1		22200 5		
PSYCHOLOGY			27000 1						
CHEMICAL				35100 1				26600 1	
ELECTRICAL/ELECTRONIC							31000 1		
INDUSTRIAL							32000 1		
MECHANICAL							28000 1		

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CHEMICAL							25000 1	35078 1	35767 3
CIVIL							28469 15	24575 1	
ELECTRICAL/ELECTRONIC							32300 1		33300 2
INDUSTRIAL									25200 1
MECHANICAL							31202 9		32192 12
INDUSTRIAL TECHNOLOGY							29640 1		29400 1
COMPUTER SCIENCE			25900 1	32700 1					
MATHEMATICS							26000 1		

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS									30000 1
POLITICAL SCIENCE/GOVT					34000 1				
CHEMICAL					32933 3	35717 1	34428 25 37400/33480	37100 1	34875 4
CIVIL		33350 2						33733 3	28876 6
COMPUTER	36800 1	31500 1	34000 1						
ELECTRICAL/ELECTRONIC	35040 2	31880 3		33475 4	32720 5	32450 2		34127 3	31769 16
INDUSTRIAL	37000 2	30000 1						29500 1	29333 3
MECHANICAL	34560 1	31600 2		34000 1	29372 5	31833 3	34717 6	32202 10	32677 27 36000/31200
METALLURGICAL					33000 1				
ENGINEERING TECHNOLOGY		35000 1						31750 2	
COMPUTER SCIENCE			33300 9						32275 4
CHEMISTRY					30500 1		34980 1		
MATHEMATICS	34500 1								
PHYSICS			35100 1					25000 1	32000 1

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
MARKETING/MARK MGMT (RESR									20000 1

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ECONOM & FINANCE (BANKING						21000 1			
HUMAN RSRCS (incl LABOR R		16450 1							
MANAGEMENT INFO SYSTEMS					26000 7	30180 2			
ELEMENTARY EDUCATION	21000 1								
PSYCHOLOGY		15000 1							
INDUSTRIAL						27000 1			
COMPUTER SCIENCE					30782 19	28933 3	28306 5		
COMPUTER PROGRAMMING					27000 1				
INFORMATION SCIENCES & SY						31350 1			
MATHEMATICS							34500 1	30925 2	

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 705 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				26000 1					
BUSINESS ADMIN (INCL MGMT				23667 3					
ECONOM & FINANCE (BANKING				29500 1			26000 1		
ELEMENTARY EDUCATION									22000 2
POLITICAL SCIENCE/GOVT						20000 1			
PSYCHOLOGY				22000 1					
CIVIL				35100 1					
ELECTRICAL/ELECTRONIC		31000 1							
INDUSTRIAL		29714 7		31000 1					
MECHANICAL		35500 1		32460 1					
COMPUTER SCIENCE		32000 1							
BIOLOGICAL									25000 1
MATHEMATICS		31000 1		31700 1					

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27633 104 35500/24000	25139 18	19650 2	26667 3	29000 2	21300 1			27640 10
BACHELOR - TECHNICAL		26520 1			35500 2	31000 1			31283 6

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	30000 1	22000 4	23800 3				26000 1		23000 1
BACHELOR - TECHNICAL								34500 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18000 2	23862 2	27000 1	23000 1	18000 1	21000 1	22438 8		
BACHELOR - TECHNICAL				35100 1			30333 3	26600 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			25900 1	32700 1			29314 28 34400/26300	29827 2	32358 19

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL					34000 1				30000 1
BACHELOR - TECHNICAL	35706 7	32204 10	33527 11	33580 5	31517 15	32686 6	34499 32 37400/33540	32414 21 37920/29500	32007 61 36000/28800

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL									20000 1
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21000 1	15725 2			26000 7	27120 3			
BACHELOR - TECHNICAL					30593 20 33000/27000	29030 5	29339 6	30925 2	

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL				24750 6		20000 1	26000 1		22000 2
BACHELOR - TECHNICAL		30682 11		32565 4					25000 1

AVERAGE SALARY OFFERS APRIL 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									48000 1
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990 through May 2, 1990) and cumulatively (September 1, 1989, through May 2, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	91	383	$30355	$28043	$31350	$30250	$29150	208	2673	$28665	$26414	$31500	$29700	$25000
BUSINESS ADMIN (INCL MGMT	1	75	22000	23955	*	*	*	12	583	23808	22888	*	*	*
DISTRIBUTION MANAGEMENT	+	13	+	27205				+	47	+	25816			
ECONOM & FINANCE (BANKING	19	170	28963	25676	*	*	*	46	768	26720	24623	31000	27150	22000
HOTEL/RESTAURANT MGMT.	+	1	+	19000				+	32	+	19974			
HUMAN RSRCS (incl LABOR R	1	1	21000	21000	*	*	*	3	55	19150	23766	*	*	*
MANAGEMENT INFO SYSTEMS	20	54	29447	28155	31500	30000	26500	30	283	28710	27424	31500	29620	25000
MARKETING/MARK MGMT (RESR	5	118	23200	24222	*	*	*	19	741	22263	22959	*	*	*
REAL ESTATE	+	4	+	28875				+	18	+	25520			
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				+	25	+	18287			
COMMUNICATIONS	1	34	32000	21501	*	*	*	1	149	32000	20483	*	*	*
JOURNALISM	+	8	+	17088				+	52	+	17436			
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	23	+	16670				3	299	21667	18970	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	23	+	16783			
PHYSICAL EDUCATION	+	4	+	16150				+	35	+	19063			
SPECIAL EDUCATION	+	2	+	18000				+	59	+	19860			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	+	4	+	20250				+	32	+	20986			
MERCHANDISING MANAGEMENT	6	7	25417	23500	*	*	*	6	35	25417	19368	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	20901				+	15	+	21398			
LETTERS (incl English, Li	1	14	33500	19113	*	*	*	2	72	28250	19200	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	50	+	19057			
HUMANITIES - OTHER	+	9	+	22256				+	55	+	24480			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	15	+	20639			
HISTORY	+	9	+	19233				+	21	+	20365			
POLITICAL SCIENCE/GOVT	2	18	27500	25057	*	*	*	6	79	29133	22904	*	*	*
PSYCHOLOGY	2	19	25750	19006	*	*	*	5	87	23100	19843	*	*	*
SOCIOLOGY	+	6	+	17836				+	26	+	20800			
SOCIAL SCIENCES-OTHER	+	6	+	22917				+	32	+	19757			
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	27	27000	30713	*	*	*	1	177	27000	30541	*	*	*
AGRICULTURAL	+	3	+	29667				+	32	+	29802			
ARCHITECTURAL	+	2	+	26500				+	31	+	30056			
BIOENGINEERING & BIOMEDIC	6	10	29769	30432	*	*	*	6	30	29769	30685	*	*	*
CHEMICAL	33	311	35160	35216	37100	35500	34020	74	1235	34610	35202	37100	35400	31800
CIVIL	31	132	29124	29260	32000	28080	26500	59	640	29334	27988	33600	29000	26252
COMPUTER	+	72	+	31328				3	220	34100	31314	*	*	*
ELECTRICAL/ELECTRONIC	65	350	32811	32427	34500	33000	31000	106	1547	32753	31843	35000	32940	31000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	2	$28000	$29600	*	*	*	1	2	$28000	$29600	*	*	*
INDUSTRIAL	16	194	30306	30934	*	*	*	39	582	30438	30878	$33600	$31000	$26000
MECHANICAL	102	450	32597	32571	$34520	$32700	$30600	181	1746	32457	32305	34700	32700	30000
METALLURGICAL	+	21	+	33079				1	107	33000	32404	*	*	*
MINING (INCL GEOLOGICAL)	+	10	+	31348				+	26	+	29879			
NUCLEAR	1	6	34500	33510	*	*	*	1	22	34500	31456	*	*	*
PETROLEUM	+	14	+	36033				+	100	+	35518			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	+	13	+	26893				3	175	32833	29135	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	30480				2	26	29520	25955	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	23833				+	71	+	22337			
ANIMAL SCIENCES	+	2	+	16500				+	22	+	17652			
PLANT SCIENCES	+	+	+	+				+	23	+	21694			
NATURAL RESOURCES	+	3	+	19500				+	8	+	18863			
OTHER AGRICULTURAL SCIENC	+	2	+	20000				+	29	+	23697			
COMPUTER SCIENCE														
COMPUTER SCIENCE	23	136	30877	30651	34200	31000	27000	70	599	30918	29685	34000	32000	26000
COMPUTER PROGRAMMING	+	10	+	29784				1	44	27000	28792	*	*	*
INFORMATION SCIENCES & SY	+	11	+	26668				1	191	31350	28330	*	*	*
SYSTEMS ANALYSIS	+	1	+	33960				+	4	+	29360			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				+	49	+	26230			
HEALTH SCIENCES	+	2	+	16400				+	23	+	20318			
NURSING	+	1	+	26686				+	24	+	26633			
PHARMACY	+	+	+	+				+	20	+	33790			
SCIENCES														
ACTUARIAL	+	33	+	31681				+	60	+	27610			
ARCHITECTURAL & ENVIRONME	+	5	+	26080				+	59	+	25154			
BIOLOGICAL	1	5	29200	19040	*	*	*	2	35	27100	20965	*	*	*
CHEMISTRY	1	5	30000	27740	*	*	*	3	70	31827	28733	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	19400				+	20	+	22541			
MATHEMATICS	6	26	26666	28194	*	*	*	14	133	29375	26107	*	*	*
PHYSICS	2	4	33000	33000	*	*	*	5	17	31620	27848	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	16305				+	3	+	21435			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	438	2863						914	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	91	326	$30381	$28407	$31350	$30250	$29700	195	2122	$28315	$26707	$31900	$30000	$25000
ACCOUNTING (PRIVATE)	3	71	26453	25563	*	*	*	22	576	25381	25035	28000	25750	22000
COMMERCIAL BANKING (CNSMR	+	14	+	21652				2	91	19650	20797	*	*	*
COMMERCIAL BANKING (LENDG	2	17	31750	24182	*	*	*	5	86	28700	23053	*	*	*
INVESTMT BANKING (CORP FN	2	9	31500	27233	*	*	*	6	27	32000	28021	*	*	*
INVESTMT BANKNG (M & A)	1	3	31500	30333	*	*	*	3	8	27933	26767	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	27500				+	12	+	25099			
INVESTMT BANKG (SALES & T	+	1	+	18000				+	12	+	19421			
FINANCIAL/TREASURY ANALYS	14	53	29931	28118	*	*	*	30	277	29438	26748	32000	30000	25800
PORTFOLIO MGMT/BROKERAGE	1	14	31000	24964	*	*	*	2	39	30500	22179	*	*	*
UNDERWRITING	+	11	+	25455				4	52	22000	22850	*	*	*
INSURANCE - CLAIMS	2	11	23500	21849	*	*	*	5	63	23680	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				+	18	+	20197			
MEDIA PLANNING	+	1	+	25000				+	10	+	19944			
REPORTING	+	3	+	18941				+	13	+	16424			
PRODUCTION	+	5	+	25500				1	25	26000	25079	*	*	*
PUBLIC RELATIONS	+	5	+	20272				1	39	34500	20900	*	*	*
WRITING / EDITING	+	4	+	17500				1	32	23000	17969	*	*	*
MARKETING														
ADVERTISING	+	2	+	24000				2	34	18000	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	2	16	26500	26625	*	*	*	4	104	25181	25819	*	*	*
BUYER/MERCHANDISING	6	17	25917	23662	*	*	*	7	139	26071	22966	*	*	*
DISTRIBUTION	+	15	+	27937				2	57	29050	26988	*	*	*
MARKET RESEARCH	+	15	+	25990				1	47	18000	25246	*	*	*
PURCHASING	+	5	+	22140				1	33	21000	23747	*	*	*
SALES	8	140	27063	24546	*	*	*	19	816	25632	24671	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				1	22	26600	20535	*	*	*
FINANC,TAXA, MONETARY POL	+	11	+	23637				+	35	+	23347			
ECONOMIC PROGRAMS	+	3	+	26533				+	14	+	26664			
LAW ENFORCEMENT	+	10	+	32868				+	24	+	27987			
MILITARY	+	9	+	21593				1	80	25900	21673	*	*	*
NATIONAL SECURITY	1	1	27000	27000	*	*	*	2	3	29850	26900	*	*	*
URBAN / REGIONAL PLANNING	5	8	26494	25684	*	*	*	5	11	26494	25543	*	*	*
ENGINEERING														
BIOENGINEERING	1	3	31000	33407	*	*	*	1	21	31000	30103	*	*	*
DESIGN / CONSTRUCT	18	156	30237	31528	*	*	*	46	871	29675	30253	32300	29700	27000
ENVIRONMENTAL/SANITATION	2	41	29500	30683	*	*	*	4	113	29663	29182	*	*	*
MANUFACTURING/INDUSTRIAL	13	175	32678	32036	*	*	*	32	1059	32488	32171	34113	33000	29400
SYSTEMS / PROGRAMMING	13	82	32502	31458	*	*	*	20	247	33623	31165	36800	34450	31800
POWER SYSTEMS	9	62	32327	31758	*	*	*	19	240	32262	31865	*	*	*
SOFTWARE DESIGN & DEVELOP	6	43	31925	32702	*	*	*	17	189	32962	31746	*	*	*
HARDWARE DESIGN & DEVELOP	1	45	35000	33049	*	*	*	6	165	33817	32173	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	15	66	$32586	$33095	*	*	*	31	400	$32115	$32255	$35500	$33000	$28000
TESTING	1	19	33000	31422	*	*	*	7	145	32731	30668	*	*	*
PROCESS ENGINEERING	24	209	34681	35168	$36500	$35500	$32000	56	935	34577	35064	37100	35350	32000
PROJECT ENGINEERING	23	150	32816	33119	34500	33000	30700	44	619	32624	32577	35000	32940	30000
OTHER ENGINEERING	122	452	32110	31843	35000	32500	28000	184	1341	32065	31520	35000	32400	28500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				+	20	+	22714			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				+	11	+	21610			
NURSES / PERSONAL CARE	+	1	+	26686				+	27	+	26548			
OCCUPATIONAL THERAPY	+	+	+	+				+	18	+	25980			
PHARMACIST	+	+	+	+				+	10	+	35363			
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				+	6	+	23297			
OTHER HEALTH RELATED	+	4	+	18125				1	37	20000	20310	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	5	+	17265				1	19	21000	18084	*	*	*
COUNSELING	1	9	27600	17529	*	*	*	3	37	19683	16995	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	18200				+	6	+	17350			
SOCIAL WORK	+	6	+	17336				+	25	+	18257			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	79	30583	28975	*	*	*	33	528	29617	28594	33000	31000	25000
INFORMATION SYSTEMS	1	42	34200	30871	*	*	*	9	256	28968	28058	*	*	*
SYSTEMS ANALYSIS & DESIGN	6	67	30607	31277	*	*	*	12	297	29973	29931	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	2	45	27650	31680	*	*	*	4	67	29288	30931	*	*	*
AGRICULTURE/NAT'L RESOURC	+	10	+	21150				+	91	+	20551			
ARCHITECTURE	+	2	+	22100				+	16	+	22053			
CONSULTING	19	101	29763	29947	*	*	*	30	395	30100	28767	35500	29250	27000
HUMAN RESRCS /INDUS RELS	+	3	+	25333				+	49	+	23249			
MANAGEMENT TRAINEE	16	135	29704	24079	*	*	*	26	833	29001	22065	33700	31350	22000
MATH/STATISTICIANS	1	5	20195	23237	*	*	*	1	16	20195	22895	*	*	*
PARALEGAL	+	2	+	19000				1	10	20000	17074	*	*	*
RESEARCHERS NON-TECHNICAL	+	3	+	15687				1	24	26000	21192	*	*	*
RESEARCHERS - TECHNICAL	+	5	+	25972				+	34	+	27650			
TEACHING	+	27	+	17404				3	485	23000	19070	*	*	*
TOTALS	438	2863						914	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	34	+	$31997				6	178	$31000	$29687	*	*	*
MBA--NON-TECH	5	63	$40210	38015	*	*	*	6	256	41508	35972	*	*	*
MBA--TECH	2	8	33500	39250	*	*	*	2	63	33500	38274	*	*	*
MS-BUSINESS	1	1	43400	43400	*	*	*	1	20	43400	34165	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	5	+	36390				+	38	+	37222			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	7	+	33086				+	25	+	30838			
MANAGEMENT INFORMATION SY	+	7	+	36940				+	19	+	34711			
MARKETING/MKTNG MGT (RESE	+	4	+	34063				+	12	+	35540			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				+	13	+	26702			
ELEMENTARY EDUCATION	+	+	+	+				+	24	+	22337			
PHYSICAL EDUCATION	+	+	+	+				+	5	+	33719			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	24000				+	26	+	22311			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				+	2	+	24350			
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	26	+	24731			
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

ECPO REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	12	$35450	$36136	*	*	*	4	30	$35170	$35387	*	*	*
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				1	2	42000	36000	*	*	*
CHEMICAL	1	4	38600	37565	*	*	*	7	52	37029	36991	*	*	*
CIVIL	+	11	+	32655				4	113	30250	32109	*	*	*
COMPUTER	+	+	+	+				+	20	+	34655			
ELECTRICAL/ELECTRONIC	10	37	38748	37370	*	*	*	14	176	38184	36975	*	*	*
INDUSTRIAL	4	15	41850	37887	*	*	*	4	56	41850	36033	*	*	*
MECHANICAL	3	34	38733	37502	*	*	*	16	158	37316	36982	*	*	*
METALLURGICAL	+	1	+	36000				+	21	+	37120			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	2	3	35282	35521	*	*	*	2	9	35282	34393	*	*	*
PETROLEUM	+	1	+	36000				+	25	+	38190			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				+	7	+	25635			
HEALTH SCIENCES	+	+	+	+				+	7	+	18374			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				+	6	+	29441			
CHEMISTRY	+	4	+	31000				1	15	29500	31713	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	24	39149	36852	*	*	*	21	86	40483	36873	$42640	$40500	$39000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	3	+	25067				+	34	+	33031			
MATHEMATICS (INCL ACTUARI	1	6	35000	33117	*	*	*	1	18	35000	31201	*	*	*
PHYSICS	+	+	+	+				1	9	30000	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	40	297						91	1584					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	43	+	$46322				1	188	$38000	$45498	*	*	*
MBA--TECH	+	17	+	48894				+	62	+	50338			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	85	+	48912				1	259	55000	48953	*	*	*
MBA--TECH	+	37	+	54009				+	145	+	52682			
OVER 4 YEARS														
MBA--NON-TECH	+	38	+	45826				4	156	31250	47399	*	*	*
MBA--TECH	+	20	+	54620				+	73	+	56162			
TOTALS	+	240						6	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	2	+	50000			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	14	+	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	$36000				+	2	+	32520			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	28200				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	$47496	48331	*	*	*
CHEMICAL	+	41	+	50254				2	81	50020	50678	*	*	*
CIVIL	+	+	+	+				2	3	48492	44728	*	*	*
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	1	4	$46000	56300	*	*	*	8	25	53310	53723	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	4	6	44248	46832	*	*	*	6	16	46831	47382	*	*	*
METALLURGICAL	+	7	+	46396				2	16	48600	48406	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	8	+	43726				2	55	49020	44729	*	*	*
GEOLOGICAL SCIENCES	+	2	+	41350				+	9	+	37140			
MATHEMATICS	+	+	+	+				+	4	+	34750			
PHYSICS	+	+	+	+				+	9	+	41385			
POLYMER	+	+	+	+				+	4	+	47250			
TOTALS	5	70						24	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28899 193 37455/25000			23460 5					
BUSINESS ADMIN (INCL MGMT				25000 1		26000 1			
ECONOM & FINANCE (BANKING	30000 1			26643 7	29483 12	24000 1	30000 1	28000 1	
MANAGEMENT INFO SYSTEMS	31000 3					25000 1	27590 4	27375 4	
MARKETING/MARK MGMT (RESR		18000 2							
COMMUNICATIONS					32000 1				
LETTERS (incl English, LI					33500 1				
POLITICAL SCIENCE/GOVT				32000 1	32900 2			34000 1	
CHEMICAL								35078 1	29400 2
CIVIL			28333 3					30000 1	28774 18
COMPUTER							36800 1		
ELECTRICAL/ELECTRONIC	31000 1				40000 1	35250 6	33500 1	30333 3	
ENIVRONMENTAL ENGINEERING								28000 1	
INDUSTRIAL	28250 2			32000 2	32300 5			30050 12	
MECHANICAL	31250 2							31520 5	31740 2
ENGINEERING TECHNOLOGY								30000 1	
COMPUTER SCIENCE	32000 1				30500 3	31000 1	29759 14	28167 6	34000 1
INFORMATION SCIENCES & SY								31350 1	
MATHEMATICS					30000 1	34500 1		29000 3	
PHYSICS							35100 1		

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			25500 1	25000 1					
BUSINESS ADMIN (INCL MGMT				23467 3		21500 2			
ECONOM & FINANCE (BANKING	26200 5		25500 1	23250 4		21500 2			20000 1
HUMAN RSRCS (incl LABOR R	20000 1			21000 1					
MANAGEMENT INFO SYSTEMS	29000 2			26000 1					
MARKETING/MARK MGMT (RESR	30000 1			21250 4		21701 5			26000 1
MERCHANDISING MANAGEMENT						25417 6			
LETTERS (incl English, Li									23000 1
POLITICAL SCIENCE/GOVT					20000 1	23000 1			
PSYCHOLOGY						24500 2		27000 1	
ELECTRICAL/ELECTRONIC	32500 2			31000 1					
COMPUTER SCIENCE	31000 2								
COMPUTER PROGRAMMING				27000 1					
MATHEMATICS				29575 2					

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				25500 1					
BUSINESS ADMIN (INCL MGMT			22500 1						
ECONOM & FINANCE (BANKING				26000 1					
HUMAN RSRCS (incl LABOR R									16450 1
MANAGEMENT INFO SYSTEMS				28833 3	24000 1				
MARKETING/MARK MGMT (RESR		18000 1							
ELEMENTARY EDUCATION					22000 2				
PSYCHOLOGY									15000 1
AEROSPACE & AERONAUTICAL						27000 1			
BIOENGINEERING & BIOMEDIC		30120 1				26246 2			32000 1
CHEMICAL						26300 2	25000 1		
CIVIL			25900 1	33350 2		25855 5	27052 10		
ELECTRICAL/ELECTRONIC		34075 4		33113 6		26200 5	33300 1		
INDUSTRIAL				31267 3		25000 2			
MECHANICAL		33500 1		33486 7		24127 3		33000 1	34000 1
ENGINEERING TECHNOLOGY				35000 1					
COMPUTER SCIENCE		35500 1		34500 1		28113 3			
BIOLOGICAL					25000 1				
MATHEMATICS				34500 1		20195 1	31700 1		

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28660 1
BUSINESS ADMIN (INCL MGMT					25800 1			25000 1	
ECONOM & FINANCE (BANKING					25800 1		25000 1	21000 1	
MANAGEMENT INFO SYSTEMS									31733 3
MARKETING/MARK MGMT (RESR								27000 1	24750 2
ELEMENTARY EDUCATION				21000 1					
BIOENGINEERING & BIOMEDIC									32000 2
CHEMICAL									35107 38 37400/34020
CIVIL					30833 3			28460 3	35100 1
ELECTRICAL/ELECTRONIC					32681 7		34067 3		35400 1
INDUSTRIAL							33600 1		32800 1
MECHANICAL					31317 15		32338 13		34460 16
METALLURGICAL								33000 1	
COMPUTER SCIENCE					31383 6				
BIOLOGICAL									29200 1
CHEMISTRY									30500 1
MATHEMATICS									25000 1
PHYSICS					25000 1				

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		27000 2	28000 1					29000 1	
ECONOM & FINANCE (BANKING	27900 2		25220 1					26500 1	
MANAGEMENT INFO SYSTEMS	31580 3	28000 4						27000 1	
MARKETING/MARK MGMT (RESR	21000 1		22000 1						
PSYCHOLOGY			24500 1						
CHEMICAL		35600 4	36900 2	35520 5			35150 2	33433 3	35835 9
CIVIL		30750 2	31290 2	33000 1				32000 1	35060 5
COMPUTER		34000 1							
ELECTRICAL/ELECTRONIC	33057 7	32727 44 36500/31000			33000 3		34500 1	35000 1	34500 1
INDUSTRIAL	32000 1	31867 3			29500 1				
MECHANICAL	33667 3	32036 67 34600/30000	31833 3		32587 9		33267 6	33680 5	34893 12
NUCLEAR		34500 1							
ENGINEERING TECHNOLOGY								33500 1	
COMPUTER SCIENCE	32730 14	32333 11							32032 1
CHEMISTRY									32490 2
MATHEMATICS		29733 3							
PHYSICS				33000 2					

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						26000 2	
BUSINESS ADMIN (INCL MGMT					23000 1		25000 1
ECONOM & FINANCE (BANKING						29500 2	
CHEMICAL		34840 3	37200 1				27000 1
CIVIL							28000 1
COMPUTER						31500 1	
ELECTRICAL/ELECTRONIC			34113 1			32543 6	
INDUSTRIAL		25200 2	32000 1			33600 1	30600 2
MECHANICAL		33000 3	31555 4	32000 1		31120 2	
INDUSTRIAL TECHNOLOGY							29520 2
COMPUTER SCIENCE			33600 1			29000 1	25667 3
PHYSICS							32000 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28936 197 37455/25000	18000 2		25771 14	30319 16	25000 3	28072 5	28583 6	
BACHELOR - TECHNICAL	30333 6		28333 3	32000 2	32300 10	34625 8	30708 17	29989 34 37000/27000	29314 23 34000/27040

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26556 9		25500 2	22886 14	20000 1	23278 18		27000 1	23000 3
BACHELOR - TECHNICAL	31750 4			29288 4					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		18000 1	22500 1	27600 5	22667 3				15725 2
BACHELOR - TECHNICAL		33631 7	25900 1	33218 21 35500/31800	25000 1	25804 24 32700/24470	27732 13	33000 1	33000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL				21000 1	25800 2		25000 1	24333 3	28893 6
BACHELOR - TECHNICAL					31385 32 35568/28800		32718 17	29595 4	34475 62 37920/32800

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28590 6	27667 6	24930 4					27500 3	
BACHELOR - TECHNICAL	32905 25 37500/31000	32348 136 36500/30600	33126 7	34575 8	32445 13		33822 9	33564 11	34935 30 38500/32032

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL					23000 1	27750 4	25000 1
BACHELOR - TECHNICAL		31740 8	32892 8	32000 1		31964 11	28424 10

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU		ACCOUNTING (PR		COMMERCIAL BAN		COMMERCIAL BAN		INVESTMT BANKI		INVESTMT BANKN		INVESTMT BANKG		INVESTMT BANKG		FINANCIAL/TREA	
ACCOUNTING	28899	193	26512	13	14300	1												
	37455/25000																	
BUSINESS ADMIN (INCL MGMT					25000	1											25800	1
ECONOM & FINANCE (BANKING	30000	1	22750	6			28700	5	23000	1	26400	2					28624	17
HUMAN RSRCS (incl LABOR R			20000	1														
MANAGEMENT INFO SYSTEMS	31000	1	30700	1													28620	2
MARKETING/MARK MGMT (RESR																	29500	1
COMMUNICATIONS									32000	1								
LETTERS (incl English, Li																	33500	1
POLITICAL SCIENCE/GOVT									35000	1							31400	2
ELECTRICAL/ELECTRONIC									40000	1								
INDUSTRIAL									31000	1	31000	1					31625	4
COMPUTER SCIENCE			26520	1					31000	1							29500	1
MATHEMATICS																	31700	1

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		25000 1	22700 2						
ECONOM & FINANCE (BANKING	30000 1	22500 2	26000 1						
HUMAN RSRCS (incl LABOR R			21000 1						
MANAGEMENT INFO SYSTEMS	31000 1								
MARKETING/MARK MGMT (RESR		18000 1	26000 1				26000 1		
LETTERS (incl English, Li									23000 1
COMPUTER SCIENCE								34500 1	

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT				23000 1			24250 2		
ECONOM & FINANCE (BANKING		25220 1				21000 1	25000 2		
MARKETING/MARK MGMT (RESR	18000 2	26252 2	24000 2		18000 1		21833 6		
MERCHANDISING MANAGEMENT			26875 4				22500 1		
POLITICAL SCIENCE/GOVT		23000 1							
PSYCHOLOGY			27000 1				25750 2		
CHEMICAL				35100 1				26600 1	
ELECTRICAL/ELECTRONIC							31000 1		
INDUSTRIAL							31750 2		
MECHANICAL							29900 2		
BIOLOGICAL							29200 1		

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL				27000 1					
BIOENGINEERING & BIOMEDIC						31000 1			32000 1
CHEMICAL							25000 1	35078 1	35767 3
CIVIL					26494 5		28649 24 35100/27000	24575 1	
ELECTRICAL/ELECTRONIC							31990 2		33278 4
ENIVRONMENTAL ENGINEERING								28000 1	
INDUSTRIAL									29400 2
MECHANICAL							31430 16	31000 1	32333 21 34000/31500
INDUSTRIAL TECHNOLOGY							29640 1		29400 1
COMPUTER SCIENCE			25900 1	32700 1			30000 1		
MATHEMATICS							26000 1		

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS	27500 2								29250 6
POLITICAL SCIENCE/GOVT					34000 1				
BIOENGINEERING & BIOMEDIC					31560 2				26246 2
CHEMICAL					34383 6	35717 1	34494 43 37400/31800	35550 2	35716 15
CIVIL		33350 2						32600 7	29060 18
COMPUTER	36800 1	31500 1	34000 1						
ELECTRICAL/ELECTRONIC	33942 9	32306 7	31888 4	33780 5	33616 10	32450 2	32000 1	33606 7	32318 48 35568/28800
INDUSTRIAL	34650 4	31800 2						29500 1	28929 7
MECHANICAL	34560 1	31673 6		34000 1	30568 7	32125 4	35310 10	32622 24 37920/30700	32576 78 36000/31000
METALLURGICAL					33000 1				
NUCLEAR									34500 1
ENGINEERING TECHNOLOGY		35000 1						31750 2	
COMPUTER SCIENCE	33764 2		33064 11		24250 2				31488 8
CHEMISTRY					30250 2		34980 1		
MATHEMATICS	34500 1								
PHYSICS			35100 1				33000 1	25000 1	32000 1

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R	
MARKETING/MARK MGMT (RESR									20000	1

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ECONOM & FINANCE (BANKING						21000 1		28000 1	
HUMAN RSRCS (incl LABOR R		16450 1							
MANAGEMENT INFO SYSTEMS					26778 9	30180 2			
ELEMENTARY EDUCATION	21000 1								
PSYCHOLOGY		15000 1							
INDUSTRIAL		27600 1				27000 1			
COMPUTER SCIENCE					31107 22 35500/27000	30250 4	29367 10		
COMPUTER PROGRAMMING					27000 1				
INFORMATION SCIENCES & SY						31350 1			
MATHEMATICS					25000 1		33000 2	29717 3	

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: - 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				26000 1					
BUSINESS ADMIN (INCL MGMT				23250 4					
ECONOM & FINANCE (BANKING				28167 3			26000 1		
MANAGEMENT INFO SYSTEMS		29917 6							
MARKETING/MARK MGMT (RESR				18000 1					
ELEMENTARY EDUCATION									22000 2
MERCHANDISING MANAGEMENT				22500 1					
POLITICAL SCIENCE/GOVT						20000 1			
PSYCHOLOGY				22000 1					
CIVIL				34050 2					
ELECTRICAL/ELECTRONIC		30000 3		33350 2					
INDUSTRIAL		29708 12		31000 1					
MECHANICAL		31500 3		32789 7					
COMPUTER SCIENCE		30875 4							
BIOLOGICAL									25000 1
MATHEMATICS		29500 2		29850 2	20195 1				
PHYSICS				33000 1					

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28915 195 37455/25000	25327 21 30700/22000	19650 2	28700 5	30000 3	26400 2			28977 24 33500/25800
BACHELOR - TECHNICAL		26520 1			34000 3	31000 1			31283 6

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	30500 2	22000 4	23680 5				26000 1		23000 1
BACHELOR - TECHNICAL								34500 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18000 2	25181 4	26071 7	23000 1	18000 1	21000 1	23346 13		
BACHELOR - TECHNICAL				35100 1			30583 6	26600 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			25900 1	29850 2	26494 5	31000 1	29675 46 35100/27000	29663 4	32488 32 36500/29400

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27500 2				34000 1				29250 6
BACHELOR - TECHNICAL	34304 18	32262 19	32962 17	33817 6	32052 30 41500/26000	32731 7	34577 56 38500/32000	32624 44 37920/30000	32160 178 37200/28500

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL									20000 1
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21000 1	15725 2			26778 9	27120 3		28000 1	
BACHELOR - TECHNICAL		27600 1			30682 24 35500/27000	29892 6	29973 12	29717 3	

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29917 6		24182 11		20000 1	26000 1		22000 2
BACHELOR - TECHNICAL		30146 24 37500/27000		32535 15	20195 1				25000 1

AVERAGE SALARY OFFERS MAY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	35017 3								
MBA--TECH	31000 1								

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									48000 3
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH		36000 1							

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 2, 1990 through June 4, 1990) and cumulatively (September 1, 1989, through June 4, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	52	1667	$27107	$26627	$31000	$27000	$23000	260	4340	$28354	$26496	$31500	$29000	$24000
BUSINESS ADMIN (INCL MGMT	44	680	24658	23688	30000	25000	20000	56	1263	24476	23318	28000	25000	20000
DISTRIBUTION MANAGEMENT	1	26	30000	24580	*	*	*	1	73	30000	25376	*	*	*
ECONOM & FINANCE (BANKING	122	1114	27680	25527	32000	28000	22000	168	1882	27418	25158	32000	28000	22000
HOTEL/RESTAURANT MGMT.	+	88	+	21306				+	120	+	20951			
HUMAN RSRCS (incl LABOR R	4	49	27925	22514	*	*	*	7	104	24164	23176	*	*	*
MANAGEMENT INFO SYSTEMS	30	192	28841	27595	33000	28750	25500	60	475	28775	27493	32500	29000	25000
MARKETING/MARK MGMT (RESR	56	795	24188	23902	28000	24000	20195	75	1536	23701	23447	28000	23400	20000
REAL ESTATE	+	6	+	20850				+	24	+	24353			
COMMUNICATIONS														
ADVERTISING	+	40	+	22044				+	65	+	20599			
COMMUNICATIONS	3	115	28533	21435	*	*	*	4	264	29400	20898	*	*	*
JOURNALISM	+	51	+	20602				+	103	+	19004			
TELECOMMUN/BROADCASTING	+	51	+	21250				+	64	+	20610			
EDUCATION														
ELEMENTARY EDUCATION	+	75	+	19837				3	374	21667	19144	*	*	*
PRE-ELEMENTARY EDUCATION	1	4	19500	19125	*	*	*	1	27	19500	17130	*	*	*
PHYSICAL EDUCATION	+	9	+	20580				+	44	+	19373			
SPECIAL EDUCATION	+	27	+	19754				+	86	+	19827			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	18682				+	12	+	18292			
TEXTILES & CLOTHING	+	101	+	20759				+	133	+	20814			
MERCHANDISING MANAGEMENT	1	18	22500	20617	*	*	*	7	53	25000	19792	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	23	+	24304				+	38	+	23157			
LETTERS (incl English, Li	11	85	18909	22374	*	*	*	13	157	20346	20918	*	*	*
VISUAL & PERFORMING ARTS	1	18	17800	24362	*	*	*	1	68	17800	20461	*	*	*
HUMANITIES - OTHER	1	49	21000	22737	*	*	*	1	104	21000	23659	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	16	+	19616				+	31	+	20111			
HISTORY	6	39	30250	23738	*	*	*	6	60	30250	22558	*	*	*
POLITICAL SCIENCE/GOVT	18	71	26272	24529	*	*	*	24	150	26988	23673	34000	27750	22000
PSYCHOLOGY	4	96	23500	21047	*	*	*	9	183	23278	20474	*	*	*
SOCIOLOGY	+	18	+	19217				+	44	+	20152			
SOCIAL SCIENCES-OTHER	38	90	26045	23040	32500	28000	18000	38	122	26045	22179	32500	28000	18000
ENGINEERING														
AEROSPACE & AERONAUTICAL	9	101	28886	30333	*	*	*	10	278	28697	30465	*	*	*
AGRICULTURAL	+	21	+	30530				+	53	+	30090			
ARCHITECTURAL	+	26	+	28053				+	57	+	29143			
BIOENGINEERING & BIOMEDIC	1	17	28500	30216	*	*	*	7	47	29587	30515	*	*	*
CHEMICAL	58	638	34590	34855	36000	35000	33000	132	1873	34601	35084	36800	35290	33000
CIVIL	52	506	28794	28105	31800	28550	26000	111	1146	29081	28040	32500	28771	26000
COMPUTER	1	111	29400	31009	*	*	*	4	331	32925	31212	*	*	*
ELECTRICAL/ELECTRONIC	106	1077	32147	31779	35400	32750	27282	212	2624	32453	31817	35400	32940	28536

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	1	3	$29952	$28304	*	*	*	2	5	$28976	$28822	*	*	*
INDUSTRIAL	48	273	30939	30034	$35000	$31600	$26500	87	855	30714	30608	$35000	$31200	$26200
MECHANICAL	140	1048	31514	31944	34560	32000	28500	321	2795	32046	32166	34600	32240	29000
METALLURGICAL	+	54	+	32427				1	161	33000	32412	*	*	*
MINING (INCL GEOLOGICAL)	+	14	+	28747				+	40	+	29483			
NUCLEAR	4	13	30275	29860	*	*	*	5	35	31120	30863	*	*	*
PETROLEUM	+	38	+	35266				+	138	+	35448			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	6	124	31758	28580	*	*	*	9	299	32117	28905	*	*	*
INDUSTRIAL TECHNOLOGY	2	37	27500	30362	*	*	*	4	63	28510	28543	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	35	22000	21000	*	*	*	1	106	22000	21896	*	*	*
ANIMAL SCIENCES	+	20	+	20877				+	42	+	19188			
PLANT SCIENCES	1	5	25000	20431	*	*	*	1	28	25000	21469	*	*	*
NATURAL RESOURCES	+	8	+	18281				+	16	+	18572			
OTHER AGRICULTURAL SCIENC	+	20	+	24600				+	49	+	24066			
COMPUTER SCIENCE														
COMPUTER SCIENCE	45	419	31769	29794	36000	32000	28000	115	1018	31251	29730	34500	32000	27000
COMPUTER PROGRAMMING	+	26	+	28304				1	70	27000	28611	*	*	*
INFORMATION SCIENCES & SY	3	154	35833	28628	*	*	*	4	345	34713	28463	*	*	*
SYSTEMS ANALYSIS	+	10	+	32500				+	14	+	31603			
HEALTH SCIENCES														
ALLIED HEALTH	+	35	+	27941				+	84	+	26943			
HEALTH SCIENCES	+	5	+	21410				+	28	+	20513			
NURSING	1	96	27000	28599	*	*	*	1	120	27000	28206	*	*	*
PHARMACY	+	19	+	39614				+	39	+	36627			
SCIENCES														
ACTUARIAL	+	4	+	29400				+	64	+	27722			
ARCHITECTURAL & ENVIRONME	+	20	+	25283				+	79	+	25186			
BIOLOGICAL	1	27	28500	22059	*	*	*	3	62	27567	21442	*	*	*
CHEMISTRY	3	37	30000	27267	*	*	*	6	107	30913	28226	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	5	+	25760				+	25	+	23185			
MATHEMATICS	27	120	28777	27330	32000	28200	26000	41	254	28981	26686	32000	29000	26000
PHYSICS	14	25	33250	30674	*	*	*	19	42	32821	29530	*	*	*
OTHER PHYSICAL & EARTH SC	3	6	21000	20900	*	*	*	3	9	21000	21078	*	*	*
POLYMER SCIENCE	+	6	+	32234				+	6	+	32234			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	920	10827						1334	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	37	1213	$28078	$27337	$32000	$28000	$23000	232	3335	$28782	$26936	$31900	$30000	$24500
ACCOUNTING (PRIVATE)	29	545	26006	25511	30500	26040	22000	51	1121	25736	25266	28660	26000	22000
COMMERCIAL BANKING (CNSMR	9	134	24067	21869	*	*	*	11	225	23264	21435	*	*	*
COMMERCIAL BANKING (LENDG	7	179	25857	24474	*	*	*	12	265	27042	24013	*	*	*
INVESTMT BANKING (CORP FN	16	53	29950	29190	*	*	*	22	80	30509	28795	34000	31500	25000
INVESTMT BANKNG (M & A)	+	8	+	27126				3	16	27933	26946	*	*	*
INVESTMT BANKG (REAL EST)	1	2	26000	26500	*	*	*	1	14	26000	25299	*	*	*
INVESTMT BANKG (SALES & T	1	16	34000	26362	*	*	*	1	28	34000	23387	*	*	*
FINANCIAL/TREASURY ANALYS	78	307	29503	27084	32500	30000	25000	108	584	29485	26925	32500	30000	25000
PORTFOLIO MGMT/BROKERAGE	3	33	28500	25473	*	*	*	5	72	29300	23689	*	*	*
UNDERWRITING	4	105	23000	23999	*	*	*	8	157	22500	23619	*	*	*
INSURANCE - CLAIMS	8	53	24588	23717	*	*	*	13	116	24238	22829	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	25357				+	25	+	21642			
MEDIA PLANNING	2	11	20000	20793	*	*	*	2	21	20000	20388	*	*	*
REPORTING	1	8	26000	16750	*	*	*	1	21	26000	16548	*	*	*
PRODUCTION	2	28	29050	26139	*	*	*	3	53	28033	25639	*	*	*
PUBLIC RELATIONS	+	37	+	19619				1	76	34500	20277	*	*	*
WRITING / EDITING	1	33	18000	19280	*	*	*	2	65	20500	18634	*	*	*
MARKETING														
ADVERTISING	3	29	25667	22229	*	*	*	5	63	22600	20971	*	*	*
BRAND/PRODUCT MANAGEMENT	11	104	25196	24444	*	*	*	15	208	25192	25131	*	*	*
BUYER/MERCHANDISING	9	318	27778	22962	*	*	*	16	457	27031	22963	*	*	*
DISTRIBUTION	6	61	25000	25188	*	*	*	8	118	26013	26057	*	*	*
MARKET RESEARCH	3	29	30333	26578	*	*	*	4	76	27250	25754	*	*	*
PURCHASING	1	21	22000	24059	*	*	*	2	54	21500	23868	*	*	*
SALES	31	767	25413	24957	30000	26000	20000	50	1583	25496	24809	31000	26000	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	6	16	23516	21968	*	*	*	7	38	23956	21138	*	*	*
FINANC,TAXA, MONETARY POL	+	34	+	21948				+	69	+	22658			
ECONOMIC PROGRAMS	+	2	+	24250				+	16	+	26362			
LAW ENFORCEMENT	+	9	+	19931				+	33	+	25790			
MILITARY	1	18	22000	24428	*	*	*	2	98	23950	22179	*	*	*
NATIONAL SECURITY	+	6	+	25566				2	9	29850	26010	*	*	*
URBAN / REGIONAL PLANNING	+	6	+	24615				5	17	26494	25215	*	*	*
ENGINEERING														
BIOENGINEERING	+	40	+	34606				1	61	31000	33056	*	*	*
DESIGN / CONSTRUCT	46	661	29914	29472	35000	29300	26000	92	1532	29795	29916	33800	29500	26000
ENVIRONMENTAL/SANITATION	9	93	29482	29614	*	*	*	13	206	29538	29377	*	*	*
MANUFACTURING/INDUSTRIAL	48	575	32089	31741	35400	33100	29000	80	1634	32249	32020	35400	33000	29000
SYSTEMS / PROGRAMMING	18	125	32385	30933	*	*	*	38	372	33037	31087	36800	33064	29700
POWER SYSTEMS	4	151	31750	31525	*	*	*	23	391	32173	31734	33300	32100	31500
SOFTWARE DESIGN & DEVELOP	20	157	33385	31612	36004	33016	30000	37	346	33191	31685	36000	33000	31000
HARDWARE DESIGN & DEVELOP	15	129	34693	32899	*	*	*	21	294	34443	32491	36800	33800	33400

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	14	178	$31259	$32452	*	*	*	45	578	$31849	$32316	$35500	$32200	$26000
TESTING	2	98	26600	29773	*	*	*	9	243	31369	30307	*	*	*
PROCESS ENGINEERING	35	455	34297	34825	$36000	$34800	$32136	91	1390	34469	34985	36600	35000	32000
PROJECT ENGINEERING	16	511	32131	31743	*	*	*	60	1130	32493	32200	35500	32802	29000
OTHER ENGINEERING	197	775	31422	31061	34560	32000	26520	381	2117	31733	31347	34800	32200	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	25000	22485	*	*	*	1	31	25000	22633	*	*	*
INDUSTRIAL HYGIENE	+	1	+	16000				+	1	+	16000			
MEDICAL TECHNOLOGY	+	15	+	24433				+	26	+	23239			
NURSES / PERSONAL CARE	1	93	27000	28376	*	*	*	1	120	27000	27965	*	*	*
OCCUPATIONAL THERAPY	+	1	+	26000				+	19	+	25981			
PHARMACIST	+	16	+	40860				+	26	+	38746			
PHYSICAL THERAPY	+	21	+	31310				+	42	+	29364			
RESPIRATORY THERAPY	+	2	+	32975				+	8	+	25716			
OTHER HEALTH RELATED	+	19	+	21869				1	56	20000	20839	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	2	18	15300	18758	*	*	*	3	37	17200	18412	*	*	*
COUNSELING	+	19	+	16660				3	56	19683	16881	*	*	*
FUNDRAISING / DEVELOPMENT	8	10	12500	14850	*	*	*	8	16	12500	15788	*	*	*
SOCIAL WORK	1	17	17800	16675	*	*	*	1	42	17800	17617	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	21	415	29667	28511	33400	31000	27000	54	943	29636	28557	33000	31000	25000
INFORMATION SYSTEMS	17	217	30368	28097	*	*	*	26	473	29883	28076	34200	28600	27000
SYSTEMS ANALYSIS & DESIGN	14	191	30522	29148	*	*	*	26	488	30269	29625	33000	30325	27500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	7	28	29889	28007	*	*	*	11	95	29670	30069	*	*	*
AGRICULTURE/NAT'L RESOURC	1	39	25000	19315	*	*	*	1	130	25000	20180	*	*	*
ARCHITECTURE	+	7	+	20166				+	23	+	21479			
CONSULTING	68	363	29765	28790	34000	30000	26500	98	758	29867	28778	34000	30000	27000
HUMAN RESRCS /INDUS RELS	5	74	30040	23662	*	*	*	5	123	30040	23497	*	*	*
MANAGEMENT TRAINEE	65	901	23906	22461	31000	22500	20000	91	1735	25361	22273	33000	23400	20000
MATH/STATISTICIANS	1	13	28200	26354	*	*	*	2	29	24198	24446	*	*	*
PARALEGAL	13	20	21962	21123	*	*	*	14	30	21821	19773	*	*	*
RESEARCHERS NON-TECHNICAL	+	7	+	20096				1	31	26000	20944	*	*	*
RESEARCHERS - TECHNICAL	+	19	+	28085				+	53	+	27806			
TEACHING	1	150	19500	19534	*	*	*	4	635	22125	19179	*	*	*
TOTALS	920	10827						1834	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	104	+	$29708				6	282	$31000	$29695	*	*	*
MBA--NON-TECH	10	314	$36300	36462	*	*	*	16	570	38253	36242	*	*	*
MBA--TECH	15	62	39333	38289	*	*	*	17	125	38647	38281	*	*	*
MS-BUSINESS	1	35	32500	35016	*	*	*	2	55	37950	34706	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	4	177	54250	37474	*	*	*	4	215	54250	37430	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	32	+	32387				+	57	+	31708			
MANAGEMENT INFORMATION SY	1	27	37000	33504	*	*	*	1	46	37000	34003	*	*	*
MARKETING/MKTNG MGT (RESE	+	67	+	35968				+	79	+	35903			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	4	+	24561				+	8	+	25555			
JOURNALISM	+	2	+	24500				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	24000				+	14	+	26509			
ELEMENTARY EDUCATION	+	+	+	+				+	24	+	22337			
PHYSICAL EDUCATION	+	1	+	15996				+	6	+	30765			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	22020				+	27	+	22300			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	+	1	+	23000				+	4	+	19250			
VISUAL & PERFORMING ARTS	1	5	31000	26797	*	*	*	1	7	31000	24712	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	25251				+	30	+	24800			
SOCIOLOGY	+	2	+	22000				+	3	+	20500			
SOCIAL SCIENCES - OTHER	+	4	+	26535				+	9	+	24313			

continued

ECPO REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	28	$37900	$35295	*	*	*	5	58	$35716	$35343	*	*	*
AGRICULTURAL	+	1	+	40000				+	6	+	36450			
BIOENGINEERING & BIOMEDIC	+	2	+	37000				1	4	42000	36500	*	*	*
CHEMICAL	10	81	38335	38738	*	*	*	17	133	37797	38055	*	*	*
CIVIL	2	79	34010	32476	*	*	*	6	192	31503	32260	*	*	*
COMPUTER	1	11	39000	33923	*	*	*	1	31	39000	34395	*	*	*
ELECTRICAL/ELECTRONIC	20	115	40273	37991	$43400	$40500	$35200	34	291	39413	37376	$43400	$39950	$34980
INDUSTRIAL	5	14	33620	35507	*	*	*	9	70	37278	35928	*	*	*
MECHANICAL	7	90	36366	36933	*	*	*	23	248	37027	36964	38600	37000	35580
METALLURGICAL	+	8	+	35838				+	29	+	36766			
MINING & MINERAL	+	4	+	39345				+	5	+	37476			
NUCLEAR	3	9	35467	38877	*	*	*	5	18	35393	36635	*	*	*
PETROLEUM	+	1	+	35000				+	26	+	38067			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	28900				+	11	+	26823			
HEALTH SCIENCES	+	2	+	27500				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	10	+	24800				+	11	+	23855			
ARCHITECTURAL & ENVIRONME	+	5	+	29300				+	8	+	28037			
BIOLOGICAL	+	2	+	33090				+	8	+	30353			
CHEMISTRY	+	6	+	32393				1	21	29500	31907	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	81	39422	36425	*	*	*	30	167	40165	36656	43400	40500	34800
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	19	+	34508				+	53	+	33560			
MATHEMATICS (INCL ACTUARI	2	14	29250	29243	*	*	*	3	32	31167	30345	*	*	*
PHYSICS	1	2	36500	33995	*	*	*	2	11	33250	30560	*	*	*
POLYMER	+	7	+	37703				+	9	+	37098			
TOTALS	93	1438						184	3022					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	128	$37695	$42445	*	*	*	3	316	$37797	$44202	*	*	*
MBA--TECH	+	34	+	44693				+	96	+	48339			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	4	130	38425	41806	*	*	*	5	389	41740	46565	*	*	*
MBA--TECH	+	43	+	46995				+	188	+	51381			
OVER 4 YEARS														
MBA--NON-TECH	5	119	39400	45209	*	*	*	9	275	35778	46451	*	*	*
MBA--TECH	1	49	43000	49302	*	*	*	1	122	43000	53407	*	*	*
TOTALS	12	503						18	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	1	6	$42000	$54067	*	*	*	1	8	$42000	53050	*	*	*
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	45917				+	20	+	43487			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	4	+	29250				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	2	+	32502				+	2	+	32502			
SOCIAL SCIENCES	+	+	+	+				+	5	+	30600			
ENGINEERING														
AEROSPACE	1	1	36600	36600	*	*	*	3	4	43864	45398	*	*	*
CHEMICAL	14	51	46736	50397	*	*	*	16	132	47146	50570	*	*	*
CIVIL	+	6	+	43083				2	9	48492	43632	*	*	*
COMPUTER	+	3	+	41000				+	4	+	45000			
ELECTRICAL/ELECTRONIC	2	8	56000	50275	*	*	*	10	33	53848	52887	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	3	9	51600	51065	*	*	*	9	25	48420	48708	*	*	*
METALLURGICAL	+	2	+	41000				2	18	48600	47583	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	7	+	38714				+	14	+	37971			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	50	51816	46123	*	*	*	3	105	49952	45393	*	*	*
GEOLOGICAL SCIENCES	+	2	+	37170				+	11	+	37145			
MATHEMATICS	1	2	53000	44000	*	*	*	1	6	53000	37833	*	*	*
PHYSICS	2	2	41250	41250	*	*	*	2	11	41250	41361	*	*	*
POLYMER	1	3	42000	46333	*	*	*	1	7	42000	46857	*	*	*
TOTALS	26	164						50	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28797 225 38500/24500			24050 6					
BUSINESS ADMIN (INCL MGMT	25167 3			28000 4	35000 1	26000 1	25000 1	27000 5	
ECONOM & FINANCE (BANKING	30500 2			25064 28 32500/20800	30521 38 35000/29500	24000 1	28550 4	30308 13	35000 1
MANAGEMENT INFO SYSTEMS	31000 3				36000 1	25000 1	27666 7	28792 12	
MARKETING/MARK MGMT (RESR		18000 2		20500 3			24100 2		
COMMUNICATIONS					32000 1				
LETTERS (incl English, Li		24000 1		20000 1	33500 1			28000 1	
HISTORY	32000 1				31125 4				
POLITICAL SCIENCE/GOVT		23000 2		32000 1	31971 7			35500 2	
PSYCHOLOGY					28000 1				
SOCIAL SCIENCES-OTHER	30000 2	22667 3		22000 1	30885 13	18000 1	28000 1	33333 3	
AEROSPACE & AERONAUTICAL									30360 1
CHEMICAL								35078 1	31200 8
CIVIL			28333 3					29083 6	28601 28 32400/27000
COMPUTER							36800 1		
ELECTRICAL/ELECTRONIC	31000 1				40000 1	35250 6	33250 6	29929 7	
ENIVRONMENTAL ENGINEERING								28000 1	29952 1
INDUSTRIAL	28250 2			31333 3	32786 7			29821 19	
MECHANICAL	31250 2				35000 1			30277 13	31576 5
NUCLEAR									32000 1
ENGINEERING TECHNOLOGY						32235 2		30000 1	
PLANT SCIENCES								25000 1	
COMPUTER SCIENCE	32167 3				30500 3	31000 1	30119 17	28700 10	34000 1

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
INFORMATION SCIENCES & SY								31350 1	
MATHEMATICS	28200 5				31167 6	30750 2	34000 1	28833 6	
PHYSICS					29500 1		35100 1	32000 1	
OTHER PHYSICAL & EARTH SC								16000 1	

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	26000 2		25500 1	26700 3		21000 2			
BUSINESS ADMIN (INCL MGMT			22000 1	23763 8		20754 13	30000 1		
ECONOM & FINANCE (BANKING	27971 17		25250 2	23973 11	22000 1	23792 12			20000 1
HUMAN RSRCS (incl LABOR R	20000 1			21000 1					
MANAGEMENT INFO SYSTEMS	29000 2			27667 6					
MARKETING/MARK MGMT (RESR	26250 2			23050 6		24104 35 29000/21000			23000 2
COMMUNICATIONS				25500 1					
MERCHANDISING MANAGEMENT						25000 7			
LETTERS (incl English, Li					22200 2				23000 1
HUMANITIES - OTHER						21000 1			
HISTORY						25000 1			
POLITICAL SCIENCE/GOVT					21733 6	24500 2			
PSYCHOLOGY						22333 3		27000 1	
SOCIAL SCIENCES-OTHER				26000 1	21800 4	23250 2			18000 1
AEROSPACE & AERONAUTICAL	31000 1								
ELECTRICAL/ELECTRONIC	32500 6			31000 1					
INDUSTRIAL				32000 1					
COMPUTER SCIENCE	32667 3			26400 3					
COMPUTER PROGRAMMING				27000 1					
BIOLOGICAL				28500 1					
MATHEMATICS				28175 11					

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
ACCOUNTING	24500	2					25770	2	27000	1	23500	1						
BUSINESS ADMIN (INCL MGMT	22500	2	28000	1	22500	1	27167	3			16305	1	30650	1	25000	1		
ECONOM & FINANCE (BANKING	26667	3					26010	4										
HUMAN RSRCS (incl LABOR R																	16450	1
MANAGEMENT INFO SYSTEMS							28750	4	26000	2	29000	1					20000	1
MARKETING/MARK MGMT (RESR	25000	1	18000	1							20195	1						
ELEMENTARY EDUCATION									22000	2								
PRE-ELEMENTARY EDUCATION									19500	1								
LETTERS (incl English, Li			24000	1														
POLITICAL SCIENCE/GOVT	31000	1	31000	1									21500	1				
PSYCHOLOGY																	15000	1
AEROSPACE & AERONAUTICAL											28417	3						
BIOENGINEERING & BIOMEDIC			30120	1			28500	1			26246	2					32000	1
CHEMICAL			37800	1							26300	2	25000	1				
CIVIL	38500	1	30000	1	26880	5	33350	2			25504	10	28305	19				
COMPUTER			29400	1														
ELECTRICAL/ELECTRONIC			32546	9			33066	11			26495	13	33300	1				
INDUSTRIAL					34700	1	31960	5			24450	6						
MECHANICAL			34168	3			32681	12			24917	12			33000	1	33867	3
NUCLEAR							28500	2										
ENGINEERING TECHNOLOGY							35000	1										
COMPUTER SCIENCE			34000	4			31250	4			28113	3						
NURSING															27000	1		

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BIOLOGICAL					25000 1				
MATHEMATICS				34500 1		20195 1	31700 1		
PHYSICS				34667 3					

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28660 1
BUSINESS ADMIN (INCL MGMT					25800 1			25000 1	
DISTRIBUTION MANAGEMENT									30000 1
ECONOM & FINANCE (BANKING					27200 3		24500 2	21000 1	
HUMAN RSRCS (incl LABOR R								24000 1	
MANAGEMENT INFO SYSTEMS					29250 2				31400 5
MARKETING/MARK MGMT (RESR							28800 1	27000 1	24367 3
ELEMENTARY EDUCATION				21000 1					
LETTERS (incl English, Li			13520 5						
VISUAL & PERFORMING ARTS			17800 1						
POLITICAL SCIENCE/GOVT			12000 1						
PSYCHOLOGY			23000 1	25000 1					
SOCIAL SCIENCES-OTHER			12750 4						32500 1
AEROSPACE & AERONAUTICAL					27050 4				
BIOENGINEERING & BIOMEDIC									32000 2
CHEMICAL								29650 2	35132 50 37400/34200
CIVIL					30833 3			28837 12	35100 1
ELECTRICAL/ELECTRONIC					32051 13		32686 7		32700 2
INDUSTRIAL						31460 1	32567 6		30463 8
MECHANICAL					31477 33 33200/29600		32297 25 35000/30600	34398 2	34258 20 37920/32700
METALLURGICAL								33000 1	
AGRIBUSINESS						22000 1			
COMPUTER SCIENCE					31422 9				32925 2

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BIOLOGICAL									29200 1
CHEMISTRY									30125 4
MATHEMATICS									25000 1
PHYSICS					29500 2				34000 1

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26500 1	27000 2	28000 1					27000 3	
BUSINESS ADMIN (INCL MGMT		30500 1	22500 2						
ECONOM & FINANCE (BANKING	24600 4	25095 4	28703 6	29667 3				26500 1	30000 1
HUMAN RSRCS (incl LABOR R		30350 2							27000 1
MANAGEMENT INFO SYSTEMS	31174 5	28000 4						25500 2	
MARKETING/MARK MGMT (RESR	24460 5		23250 2	25169 3					30000 1
COMMUNICATIONS	34100 1								
PSYCHOLOGY			24500 1						
AEROSPACE & AERONAUTICAL		32160 1							
CHEMICAL		35245 8	35200 6	35500 6			35033 3	34851 23 36800/34000	35865 11
CIVIL		31333 3	31290 2	33000 1	30160 1			31750 2	35060 5
COMPUTER		34000 1							
ELECTRICAL/ELECTRONIC	33621 25 38500/32000	32932 80 40000/31000		33067 3	32250 4		34500 1	34560 3	34500 1
INDUSTRIAL	34333 3	31875 12	33100 2		29500 1			33000 1	
MECHANICAL	32333 6	32072 98 35000/30000	32275 4		31894 16		33267 6	33700 12	34901 13
NUCLEAR		34500 1							
ENGINEERING TECHNOLOGY					34080 1			31750 2	
INDUSTRIAL TECHNOLOGY		29000 1							
COMPUTER SCIENCE	32587 22 37500/30000	32440 23 36004/30960							32032 1
INFORMATION SCIENCES & SY		35833 3							
CHEMISTRY									32490 2
MATHEMATICS		29350 4							
PHYSICS	32650 2	33340 5		33000 2					

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
OTHER PHYSICAL & EARTH SC								24500 1	

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING									25000	1	27625	4	22000	2
BUSINESS ADMIN (INCL MGMT									25000	2			25000	1
ECONOM & FINANCE (BANKING									26000	1	29500	2	31000	2
MANAGEMENT INFO SYSTEMS											29500	2		
MARKETING/MARK MGMT (RESR													21250	4
COMMUNICATIONS													26000	1
SOCIAL SCIENCES-OTHER													31000	1
CHEMICAL			34908	5	37200	1							33075	4
CIVIL													28847	6
COMPUTER											31500	1		
ELECTRICAL/ELECTRONIC					34113	1					31637	7	28567	3
INDUSTRIAL			25200	2	32000	1	32100	2			33600	1	29133	3
MECHANICAL	32000	1	32137	6	32453	9	32067	3	32000	1	30400	5	30893	9
NUCLEAR													32100	1
ENGINEERING TECHNOLOGY											26000	1	36000	1
INDUSTRIAL TECHNOLOGY					26000	1							29520	2
COMPUTER SCIENCE					33600	1					29000	1	28250	4
MATHEMATICS											25000	1	28000	1
PHYSICS													32000	1
OTHER PHYSICAL & EARTH SC													22500	1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28817 236 38500/24500	21750 8		24855 44 34000/20000	30957 67 36000/29500	23250 4	27271 15	29819 36 37000/27000	35000 1
BACHELOR - TECHNICAL	29808 13		28333 3	31333 3	32237 19	33497 11	31440 26 36800/27000	29436 68 37000/27000	29658 45 35000/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27417 24 32500/24000		24500 4	24614 37 30500/21000	21846 13	23390 78 30000/20000	30000 1	27000 1	21400 5
BACHELOR - TECHNICAL	32400 10			28201 18					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25556 9	25250 4	22500 1	27083 13	23750 6	22250 4	26075 2	25000 1	17150 3
BACHELOR - TECHNICAL	38500 1	32937 20 38500/29000	28183 6	32533 42 38000/30000	25000 1	25770 52 32700/22000	28536 22 37000/25000	30000 2	33400 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			14283 12	23000 2	27650 6		25933 3	24250 4	29205 11
BACHELOR - TECHNICAL					31218 64 35568/28800	26730 2	32411 38 36000/30000	29832 17	33962 92 37920/30500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27323 16	27506 13	26352 12	27418 6				26417 6	29000 3
BACHELOR - TECHNICAL	33099 58 38500/30000	32514 240 40000/30200	33506 14	34267 12	31871 23 35000/30000		33920 10	33958 44 36800/32000	35001 33 38500/32724

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL					25250 4	28563 8	24818 11
BACHELOR - TECHNICAL	32000 1	32136 13	32500 14	32080 5	32000 1	30504 17	29977 36 36500/26000

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28797 225 38500/24500	25769 29 31500/22000	14300 1						25667 3
BUSINESS ADMIN (INCL MGMT	24000 1		25000 2		34000 1				30400 2
ECONOM & FINANCE (BANKING	30000 1	25686 19	24229 7	27500 11	27386 7	26400 2	26000 1		28928 59 35000/25000
HUMAN RSRCS (incl LABOR R		20000 1							24000 1
MANAGEMENT INFO SYSTEMS	31000 1	30700 1							28310 4
MARKETING/MARK MGMT (RESR			22000 1						27000 2
COMMUNICATIONS					32000 1				
LETTERS (incl English, Li									33500 1
HISTORY					32000 2				30250 2
POLITICAL SCIENCE/GOVT					35000 1			34000 1	31114 7
PSYCHOLOGY					28000 1				
SOCIAL SCIENCES-OTHER	28000 1			22000 1	30625 4				31000 9
CIVIL									38500 1
ELECTRICAL/ELECTRONIC					40000 1				32000 2
INDUSTRIAL					31000 1	31000 1			31625 4
MECHANICAL									35000 1
COMPUTER SCIENCE		26520 1			31000 1				29500 1
MATHEMATICS	28333 3				31000 2				29344 8
PHYSICS									29500 1

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC	MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO	WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	24500	1	22667	3	22900	4										
ECONOM & FINANCE (BANKING	30000	2	22000	3	25600	2										
HUMAN RSRCS (incl LABOR R					21000	1										
MANAGEMENT INFO SYSTEMS	31000	1										24000	1			
MARKETING/MARK MGMT (RESR			23000	2	25650	2						26000	1			
COMMUNICATIONS					25500	1				26000	1	34100	1			
LETTERS (incl English, Li															23000	1
SOCIAL SCIENCES-OTHER					26000	1		20000	2						18000	1
AEROSPACE & AERONAUTICAL	31000	1														
COMPUTER SCIENCE														34500	1	
BIOLOGICAL					28500	1										
MATHEMATICS					20000	1										

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		22000 2		23000 1		22000 1	23375 4		
DISTRIBUTION MANAGEMENT				30000 1					
ECONOM & FINANCE (BANKING		26610 2	28000 1	24000 2	30000 2	21000 1	24350 6		
MARKETING/MARK MGMT (RESR	22000 3	24323 7	27111 9	24000 3	18000 1		23273 22 29000/20000	20195 1	
MERCHANDISING MANAGEMENT			26875 4				22500 2		
LETTERS (incl English, Li	24000 1								
HISTORY								25000 1	
POLITICAL SCIENCE/GOVT		23000 1	26000 1					23000 2	
PSYCHOLOGY			27000 1				25750 2		
SOCIAL SCIENCES-OTHER	23000 1	29500 2						23000 1	
CHEMICAL				35100 1				26600 1	
ELECTRICAL/ELECTRONIC		28400 1			31000 1		30667 3	26900 1	
INDUSTRIAL							31125 4		
MECHANICAL							30333 3		
COMPUTER SCIENCE							30000 1		
BIOLOGICAL							29200 1		
CHEMISTRY							30000 2		

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL				27000 1			32160 1		
BIOENGINEERING & BIOMEDIC						31000 1			32000 1
CHEMICAL							31413 8	34293 3	35087 9
CIVIL					26494 5		28774 44 37000/26300	27451 7	
ELECTRICAL/ELECTRONIC							31260 5		31979 11
ENIVRONMENTAL ENGINEERING								28976 2	
INDUSTRIAL			22000 1						31489 13
MECHANICAL							30675 29 39796/28000	31000 1	32351 43 35400/29760
ENGINEERING TECHNOLOGY							30040 2		
INDUSTRIAL TECHNOLOGY							29640 1		27700 2
COMPUTER SCIENCE			25900 1	32700 1			30000 1		
MATHEMATICS							26000 1		
OTHER PHYSICAL & EARTH SC									24500 1

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING									35000 1
MANAGEMENT INFO SYSTEMS	29307 4								29143 7
MARKETING/MARK MGMT (RESR	29700 1								
POLITICAL SCIENCE/GOVT					32500 2				
PSYCHOLOGY					25000 1				
AEROSPACE & AERONAUTICAL									28116 7
BIOENGINEERING & BIOMEDIC					31560 2				26997 3
CHEMICAL					34405 10	35717 1	34645 71 37400/33000	35586 7	35576 21 37800/34800
CIVIL		33350 2				25200 1		31867 9	28800 40 32500/26000
COMPUTER	36800 1	31500 1	34000 1						29400 1
ELECTRICAL/ELECTRONIC	33571 18	32306 7	33324 12	34388 16	32514 12	30967 3	34300 2	32824 10	32217 96 40000/27282
INDUSTRIAL	33820 5	31800 2		34250 2			28500 2	29500 1	30468 22 35000/26500
MECHANICAL	31780 2	31704 10		34000 1	31014 11	32125 4	34527 14	32325 29 37920/29500	32068 154 36000/30000
METALLURGICAL					33000 1				
NUCLEAR									31120 5
ENGINEERING TECHNOLOGY	30000 1	35000 1	34470 1					31167 3	36000 1
INDUSTRIAL TECHNOLOGY									29000 1
COMPUTER SCIENCE	34682 4		32886 21 36004/31000	36800 1	27067 3				31838 13
CHEMISTRY					30167 3		34980 1		
MATHEMATICS	34500 1		34000 1						
PHYSICS	31500 1		35100 1	33800 1			33000 1	25000 1	34300 9

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	25000 1								
MARKETING/MARK MGMT (RESR									20000 1
NURSING				27000 1					

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT					28000 1	28000 2	29325 2	30500 1	
ECONOM & FINANCE (BANKING						26300 4		28000 1	
HUMAN RSRCS (incl LABOR R		16450 1							
MANAGEMENT INFO SYSTEMS					26615 13	28766 7	30938 8		
MARKETING/MARK MGMT (RESR						28200 1			
ELEMENTARY EDUCATION	21000 1								
LETTERS (incl English, Li	15300 2		12333 3						
VISUAL & PERFORMING ARTS				17800 1					
POLITICAL SCIENCE/GOVT			12000 1						
PSYCHOLOGY		15000 1							
SOCIAL SCIENCES-OTHER			12750 4						
INDUSTRIAL		27600 1				27000 1			
MECHANICAL					31000 1				
PLANT SCIENCES									25000 1
COMPUTER SCIENCE					30902 37 36000/27000	31479 7	29756 13		
COMPUTER PROGRAMMING					27000 1				
INFORMATION SCIENCES & SY						34713 4			
MATHEMATICS					25000 1		31333 3	29763 9	

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				27000 2					
BUSINESS ADMIN (INCL MGMT		26786 7	30000 1	22084 19					
ECONOM & FINANCE (BANKING		30923 13		25632 19		22000 1	26000 1		
HUMAN RSRCS (incl LABOR R			29233 3						
MANAGEMENT INFO SYSTEMS		29269 13							
MARKETING/MARK MGMT (RESR				22106 18					
ELEMENTARY EDUCATION									22000 2
PRE-ELEMENTARY EDUCATION									19500 1
MERCHANDISING MANAGEMENT				22500 1					
LETTERS (incl English, Li		28000 1		22000 2		22200 2			
HUMANITIES - OTHER				21000 1					
HISTORY		32000 1							
POLITICAL SCIENCE/GOVT		37000 1				21700 7			
PSYCHOLOGY				21000 3					
SOCIAL SCIENCES-OTHER		33000 4	32500 1	23250 2		21800 4			
CIVIL				34050 2					
ELECTRICAL/ELECTRONIC		29813 8		32633 3					
INDUSTRIAL		30100 22 37000/28000		30600 5					
MECHANICAL		30922 9		32909 9					
AGRIBUSINESS				22000 1					
COMPUTER SCIENCE		30250 8							
BIOLOGICAL									25000 1
MATHEMATICS		28143 7		29850 2	24198 2				

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PHYSICS		31333 3		33000 1					
OTHER PHYSICAL & EARTH SC		16000 1		22500 1					

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28787 229 38500/24200	25721 50 31500/22000	23264 11	27042 12	29835 17	26400 2	26000 1	34000 1	29185 90 35000/25000
BACHELOR - TECHNICAL	26333 3	26520 1			32800 5	31000 1			30986 18

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28875 4	22500 8	24236 11		20000 2	26000 1	28033 3		20500 2
BACHELOR - TECHNICAL	31000 1		24250 2					34500 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22600 5	24963 14	27031 16	24714 7	26000 3	21500 2	23558 36 30000/20000	22839 5	
BACHELOR - TECHNICAL		28400 1		35100 1	31000 1		30479 14	26750 2	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL			23950 2	29850 2	26494 5	31000 1	29795 92 39796/26000	29538 13	32249 80 36500/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29386 5				30000 3				29875 8
BACHELOR - TECHNICAL	33590 33 37400/31000	32173 23 35000/31500	33191 37 38500/31000	34443 21 38500/33400	31981 42 41500/28000	31369 9	34459 91 38500/32000	32493 60 37920/29000	31773 373 40000/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	25000 1								20000 1
BACHELOR - TECHNICAL				27000 1					

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	17200 3	15725 2	12500 8	17800 1	26714 14	27911 14	30615 10	29250 2	
BACHELOR - TECHNICAL		27600 1			30659 40 36000/25000	32183 12	30052 16	29763 9	25000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29975 40 37000/26500	30040 5	23216 67 33000/19500		21821 14	26000 1		21167 3
BACHELOR - TECHNICAL		29793 58 37500/27000		31349 24 35100/28000	24198 2				25000 1

AVERAGE SALARY OFFERS JULY 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	35763 4			40000 2					
MBA--TECH	31000 1				39000 1	36000 1	34000 1	30000 2	43000 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				40000 1		28000 1			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH				42000 3					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									48000 3
MBA--TECH					45000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	44000 1	36000 1		33000 1					
MBA--TECH		41333 3			44000 1			32000 1	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							32000 2
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

EASTERN REGION (ECPO)

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY -Bernard M. Baruch
CUNY - Baruch College - Business & Public Administration
CUNY - City College
CUNY - Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Rensselaer Polytechnic University
Regis College
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY - Buffalo
SUNY - Cortland
SUNY - Geneseo
SUNY - Plattsburgh
SUNY - Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Eastern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period June 4, 1990 through August 9, 1990) and cumulatively (September 1, 1989, through August 9, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	206	1098	$28359	$25975	$33000	$28000	$25000	466	5438	$28356	$26391	$32000	$28000	$24000
BUSINESS ADMIN (INCL MGMT	43	611	24295	23965	28200	25000	20000	99	1874	24398	23529	29000	25000	20000
DISTRIBUTION MANAGEMENT	+	35	+	24458				1	108	30000	25079	*	*	*
ECONOM & FINANCE (BANKING	126	590	27158	25266	32000	27000	21000	294	2472	27306	25184	32000	27500	22000
HOTEL/RESTAURANT MGMT.	+	89	+	20484				+	209	+	20752			
HUMAN RSRCS (incl LABOR R	3	36	23333	22885	*	*	*	10	140	23915	23101	*	*	*
MANAGEMENT INFO SYSTEMS	23	124	28396	27176	32000	28000	25000	83	599	28670	27428	32000	29000	25000
MARKETING/MARK MGMT (RESR	68	443	24038	23874	27500	24000	20000	143	1979	23861	23543	28000	23600	20000
REAL ESTATE	1	5	24000	25259	*	*	*	1	29	24000	24509	*	*	*
COMMUNICATIONS														
ADVERTISING	+	39	+	20981				+	104	+	20742			
COMMUNICATIONS	11	102	20659	21271	*	*	*	15	366	22990	21002	*	*	*
JOURNALISM	+	31	+	21096				+	134	+	19488			
TELECOMMUN/BROADCASTING	+	8	+	19892				+	73	+	20413			
EDUCATION														
ELEMENTARY EDUCATION	3	224	21560	18689	*	*	*	6	598	21613	18974	*	*	*
PRE-ELEMENTARY EDUCATION	+	12	+	18356				1	39	19500	17507	*	*	*
PHYSICAL EDUCATION	+	23	+	20918				+	67	+	19904			
SPECIAL EDUCATION	+	37	+	21843				+	123	+	20433			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	8	+	21020				+	20	+	19383			
TEXTILES & CLOTHING	+	11	+	18823				+	144	+	20662			
MERCHANDISING MANAGEMENT	+	41	+	19113				7	94	25000	19496	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	12	38	23804	24058	*	*	*	12	76	23804	23607	*	*	*
LETTERS (incl English, Li	25	105	25348	22533	32000	23400	21000	38	262	23637	21566	32000	23000	15600
VISUAL & PERFORMING ARTS	9	51	22278	20757	*	*	*	10	119	21830	20588	*	*	*
HUMANITIES - OTHER	18	61	25084	22453	*	*	*	19	165	24869	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	26	+	21501				+	57	+	20745			
HISTORY	32	65	24284	22860	32000	22000	19000	38	125	25226	22715	32000	25000	19000
POLITICAL SCIENCE/GOVT	51	115	25712	23681	32000	26000	20000	75	265	26120	23677	33000	26000	20000
PSYCHOLOGY	26	116	23275	21024	31000	22750	16500	35	299	23276	20688	30600	23000	16500
SOCIOLOGY	7	38	21757	20113	*	*	*	7	82	21757	20134	*	*	*
SOCIAL SCIENCES-OTHER	13	107	23247	20976	*	*	*	51	230	25331	21627	32500	26000	15400
ENGINEERING														
AEROSPACE & AERONAUTICAL	4	68	29404	30688	*	*	*	14	346	28899	30509	*	*	*
AGRICULTURAL	+	6	+	30458				+	59	+	30127			
ARCHITECTURAL	1	16	22000	28110	*	*	*	1	73	22000	28916	*	*	*
BIOENGINEERING & BIOMEDIC	3	5	20163	25698	*	*	*	10	52	26760	30052	*	*	*
CHEMICAL	13	417	36118	35296	*	*	*	145	2290	34737	35122	37000	35400	33000
CIVIL	21	276	28697	28533	32000	29120	26252	132	1422	29020	28136	32400	28786	26000
COMPUTER	7	108	30609	32343	*	*	*	11	439	31451	31490	*	*	*
ELECTRICAL/ELECTRONIC	36	905	30546	31665	33600	31860	26252	248	3529	32176	31778	35220	32500	27300

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$36000				2	6	$28976	$30019	*	*	*
INDUSTRIAL	5	140	$29276	30013	*	*	*	92	995	30636	30525	$35000	$31000	$26200
MECHANICAL	46	792	30825	31703	$33000	$32000	$26252	367	3587	31893	32064	34560	32160	29000
METALLURGICAL	+	44	+	31589				1	205	33000	32235	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	28383				+	44	+	29383			
NUCLEAR	+	20	+	33302				5	55	31120	31750	*	*	*
PETROLEUM	+	20	+	33504				+	158	+	35202			
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	9	184	32833	29990	*	*	*	18	483	32475	29318	*	*	*
INDUSTRIAL TECHNOLOGY	+	53	+	30058				4	116	28510	29235	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	17	+	21448				1	123	22000	21834	*	*	*
ANIMAL SCIENCES	+	13	+	21436				+	55	+	19719			
PLANT SCIENCES	+	4	+	19125				1	32	25000	21176	*	*	*
NATURAL RESOURCES	+	8	+	20032				+	24	+	19058			
OTHER AGRICULTURAL SCIENC	+	7	+	26829				+	56	+	24411			
COMPUTER SCIENCE														
COMPUTER SCIENCE	28	362	30498	30012	35000	31250	26000	143	1382	31104	29804	34500	32000	26500
COMPUTER PROGRAMMING	+	16	+	26526				1	86	27000	28223	*	*	*
INFORMATION SCIENCES & SY	+	112	+	29147				4	457	34713	28631	*	*	*
SYSTEMS ANALYSIS	+	3	+	25669				+	17	+	30556			
HEALTH SCIENCES														
ALLIED HEALTH	+	53	+	28219				+	137	+	27436			
HEALTH SCIENCES	+	12	+	21561				+	40	+	20827			
NURSING	16	126	31697	28330	*	*	*	17	246	31421	28270	*	*	*
PHARMACY	10	47	45176	36811	*	*	*	10	86	45176	36728	*	*	*
SCIENCES														
ACTUARIAL	6	14	29167	30757	*	*	*	6	78	29167	28267	*	*	*
ARCHITECTURAL & ENVIRONME	+	27	+	24947				+	106	+	25125			
BIOLOGICAL	8	46	23900	22283	*	*	*	11	108	24900	21800	*	*	*
CHEMISTRY	2	45	29600	25753	*	*	*	8	152	30585	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	4	+	25200				+	29	+	23463			
MATHEMATICS	20	103	30548	27883	33300	31000	27000	61	357	29495	27032	33100	30000	26000
PHYSICS	1	16	29700	28179	*	*	*	20	58	32665	29157	35100	33000	29700
OTHER PHYSICAL & EARTH SC	+	9	+	21009				3	18	21000	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				+	8	+	32066			
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	913	8407						2747	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	185	779	$28638	$26347	$33000	$28000	$25000	417	4114	$28718	$26824	$32000	$29000	$25000
ACCOUNTING (PRIVATE)	28	365	25516	25293	30000	25000	22000	79	1486	25658	25273	30000	26000	22000
COMMERCIAL BANKING (CNSMR	13	54	29500	23914	*	*	*	24	279	26642	21915	32000	25500	20800
COMMERCIAL BANKING (LENDG	17	37	27691	25302	*	*	*	29	302	27422	24171	32000	28000	22000
INVESTMT BANKING (CORP FN	19	44	31295	29555	*	*	*	41	124	30873	29065	34000	31000	27500
INVESTMT BANKNG (M & A)	+	3	+	24335				3	19	27933	26534	*	*	*
INVESTMT BANKG (REAL EST)	1	5	30500	25525	*	*	*	2	19	28250	25358	*	*	*
INVESTMT BANKG (SALES & T	2	8	25000	22662	*	*	*	3	36	28000	23226	*	*	*
FINANCIAL/TREASURY ANALYS	28	190	29579	25976	34000	30000	25000	136	774	29504	26692	33000	30000	25000
PORTFOLIO MGMT/BROKERAGE	+	18	+	22394				5	90	29300	23430	*	*	*
UNDERWRITING	24	55	24771	25135	27000	25500	22000	32	212	24203	24012	27000	24750	21000
INSURANCE - CLAIMS	8	75	23813	21879	*	*	*	21	191	24076	22456	26000	25000	21000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	14	+	18098				+	39	+	20370			
MEDIA PLANNING	4	10	23875	18548	*	*	*	6	31	22583	19795	*	*	*
REPORTING	1	9	17500	16444	*	*	*	2	30	21750	16517	*	*	*
PRODUCTION	3	14	20400	24200	*	*	*	6	67	24217	25338	*	*	*
PUBLIC RELATIONS	6	38	23051	20413	*	*	*	7	114	24686	20322	*	*	*
WRITING / EDITING	2	47	13750	21822	*	*	*	4	112	17125	19972	*	*	*
MARKETING														
ADVERTISING	10	40	23650	23681	*	*	*	15	104	23300	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	7	68	27714	26393	*	*	*	22	276	25995	25442	30000	25110	21250
BUYER/MERCHANDISING	27	94	24630	23302	27000	24000	22000	43	551	25523	23021	28000	27000	22000
DISTRIBUTION	1	40	21000	26430	*	*	*	9	158	25456	26152	*	*	*
MARKET RESEARCH	12	59	23750	24320	*	*	*	16	135	24625	25128	*	*	*
PURCHASING	+	15	+	25413				2	69	21500	24204	*	*	*
SALES	64	588	23533	24475	28000	24000	18000	114	2171	24394	24719	30000	25000	18800
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	9	24	23751	21392	*	*	*	16	62	23841	21236	*	*	*
FINANC,TAXA, MONETARY POL	1	33	20000	23768	*	*	*	1	102	20000	23017	*	*	*
ECONOMIC PROGRAMS	2	12	19998	21721	*	*	*	2	28	19998	24373	*	*	*
LAW ENFORCEMENT	1	34	21500	22336	*	*	*	1	67	21500	24037	*	*	*
MILITARY	2	35	18000	22925	*	*	*	4	133	20975	22375	*	*	*
NATIONAL SECURITY	+	6	+	22133				2	15	29850	24459	*	*	*
URBAN / REGIONAL PLANNING	1	16	16000	21773	*	*	*	6	33	24745	23546	*	*	*
ENGINEERING														
BIOENGINEERING	3	46	20829	33374	*	*	*	4	107	23372	33193	*	*	*
DESIGN / CONSTRUCT	18	475	29060	30675	*	*	*	110	2007	29675	30096	33800	29120	26000
ENVIRONMENTAL/SANITATION	4	55	29350	29174	*	*	*	17	261	29493	29334	*	*	*
MANUFACTURING/INDUSTRIAL	27	526	31668	31724	34800	32000	30000	107	2160	32102	31948	35400	32400	29000
SYSTEMS / PROGRAMMING	3	88	30084	31039	*	*	*	41	460	32821	31078	36000	33000	29600
POWER SYSTEMS	5	95	32700	31662	*	*	*	28	486	32267	31720	33600	32100	31500
SOFTWARE DESIGN & DEVELOP	10	156	32568	32064	*	*	*	47	503	33058	31802	36000	32500	30000
HARDWARE DESIGN & DEVELOP	+	123	+	31853				21	417	34443	32303	36800	33800	33400

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	111	$33328	$32109	*	*	*	50	689	$31997	$32283	$35750	$32450	$26000
TESTING	3	55	24000	29755	*	*	*	12	298	29526	30205	*	*	*
PROCESS ENGINEERING	11	279	35964	35339	*	*	*	102	1669	34631	35045	36600	35300	32136
PROJECT ENGINEERING	14	253	30473	31818	*	*	*	74	1383	32110	32130	35220	32610	28000
OTHER ENGINEERING	24	718	31005	31291	$33000	$31900	$26900	405	2835	31690	31333	34800	32160	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	7	18000	19788	*	*	*	2	38	21500	22109	*	*	*
INDUSTRIAL HYGIENE	4	22	19850	29409	*	*	*	4	23	19850	28826	*	*	*
MEDICAL TECHNOLOGY	2	14	22500	25269	*	*	*	2	40	22500	23950	*	*	*
NURSES / PERSONAL CARE	16	126	31697	28425	*	*	*	17	246	31421	28200	*	*	*
OCCUPATIONAL THERAPY	+	9	+	24933				+	28	+	25644			
PHARMACIST	10	42	45176	36674	*	*	*	10	68	45176	37466	*	*	*
PHYSICAL THERAPY	+	18	+	29180				+	60	+	29309			
RESPIRATORY THERAPY	+	3	+	23200				+	11	+	25030			
OTHER HEALTH RELATED	4	50	25525	22964	*	*	*	5	106	24420	21842	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	4	19	17750	22583	*	*	*	7	56	17514	19827	*	*	*
COUNSELING	5	46	19900	16385	*	*	*	8	102	19819	16658	*	*	*
FUNDRAISING / DEVELOPMENT	6	19	15183	17893	*	*	*	14	35	13650	16930	*	*	*
SOCIAL WORK	3	40	17833	16994	*	*	*	4	82	17825	17313	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	23	288	27696	28696	32000	28000	24000	77	1232	29057	28589	33000	30000	25000
INFORMATION SYSTEMS	27	135	30848	28913	34000	32000	26500	53	608	30375	28262	34200	30360	26500
SYSTEMS ANALYSIS & DESIGN	20	201	29915	29333	36000	29500	26000	46	689	30115	29539	34500	30000	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	14	28	30969	30740	*	*	*	25	123	30397	30222	32350	30500	28000
AGRICULTURE/NAT'L RESOURC	1	32	22000	19888	*	*	*	2	162	23500	20122	*	*	*
ARCHITECTURE	+	12	+	22980				+	35	+	21993			
CONSULTING	57	229	29399	28351	33000	30000	25000	155	987	29695	28679	34000	30000	26000
HUMAN RESRCS /INDUS RELS	2	49	27000	22568	*	*	*	7	172	29171	23233	*	*	*
MANAGEMENT TRAINEE	68	723	24314	22257	29500	24000	20000	159	2459	24913	22269	32460	24000	20000
MATH/STATISTICIANS	1	20	20178	26909	*	*	*	3	49	22858	25451	*	*	*
PARALEGAL	20	31	22119	22006	23000	22000	20000	34	61	21997	20908	22516	22000	20000
RESEARCHERS NON-TECHNICAL	+	16	+	25456				1	47	26000	22480	*	*	*
RESEARCHERS - TECHNICAL	7	27	29873	28073	*	*	*	7	80	29873	27896	*	*	*
TEACHING	13	392	18240	19634	*	*	*	17	1027	19154	19353	*	*	*
TOTALS	913	8407						2747	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

ECPO REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	3	83	$31100	$29484	*	*	*	9	365	$31033	$29647	*	*	*
MBA--NON-TECH	41	228	39870	36009	$55000	$39000	$30000	57	798	39416	36175	$50000	$39000	$29891
MBA--TECH	13	49	36015	36349	*	*	*	30	174	37506	37737	45000	38500	30000
MS-BUSINESS	1	3	23000	27753	*	*	*	3	58	32967	34347	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	2	31	36500	32530	*	*	*	6	246	48333	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	15	+	30646				+	72	+	31487			
MANAGEMENT INFORMATION SY	1	3	33600	29700	*	*	*	2	49	35300	33739	*	*	*
MARKETING/MKTNG MGT (RESE	3	11	26500	32109	*	*	*	3	90	26500	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	3	9	28333	29422	*	*	*	3	17	28333	27602	*	*	*
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	24987				+	30	+	25698			
ELEMENTARY EDUCATION	+	12	+	24005				+	36	+	22893			
PHYSICAL EDUCATION	+	5	+	23598				+	11	+	27508			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	1	10	28000	24141	*	*	*	1	37	28000	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	+	5	+	24920				+	9	+	22400			
VISUAL & PERFORMING ARTS	+	2	+	27802				1	9	31000	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				+	2	+	22500			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				+	47	+	24169			
SOCIOLOGY	+	+	+	+				+	3	+	20500			
SOCIAL SCIENCES - OTHER	+	17	+	27713				+	26	+	26536			

continued

ECPO REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	28	+	$37713				5	86	$35716	$36114	*	*	*
AGRICULTURAL	+	2	+	41448				+	8	+	37700			
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	4	42000	36500	*	*	*
CHEMICAL	1	19	$37920	36512	*	*	*	18	152	37804	37862	*	*	*
CIVIL	+	50	+	32770				6	242	31503	32366	*	*	*
COMPUTER	1	24	37000	37496	*	*	*	2	55	38000	35748	*	*	*
ELECTRICAL/ELECTRONIC	3	114	36500	37907	*	*	*	37	405	39177	37526	$43400	$39900	$34500
INDUSTRIAL	3	17	27751	33031	*	*	*	12	87	34896	35362	*	*	*
MECHANICAL	4	98	34555	35346	*	*	*	27	346	36660	36506	39150	36360	34000
METALLURGICAL	+	9	+	36878				+	38	+	36792			
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	+	1	+	38400				5	19	35393	36728	*	*	*
PETROLEUM	+	3	+	41400				+	29	+	38412			
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				+	13	+	25696			
HEALTH SCIENCES	+	+	+	+				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				+	13	+	22839			
ARCHITECTURAL & ENVIRONME	+	3	+	23885				+	11	+	26905			
BIOLOGICAL	1	5	18000	22360	*	*	*	1	13	18000	27279	*	*	*
CHEMISTRY	+	2	+	36660				1	23	29500	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	99	35994	37175	*	*	*	32	266	39904	36849	43400	40500	34800
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	10	+	34086				+	63	+	33644			
MATHEMATICS (INCL ACTUARI	2	13	26940	29390	*	*	*	5	45	29476	30069	*	*	*
PHYSICS	+	1	+	41600				2	12	33250	31480	*	*	*
POLYMER	+	+	+	+				+	9	+	37098			
TOTALS	85	1026						269	4048					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	18	81	$46207	$39595	*	*	*	21	397	$45006	$43310	$53000	$42000	$36000
MBA--TECH	13	19	50867	47446	*	*	*	13	115	50867	48191	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	20	64	43625	40320	$55000	$41250	$34000	25	453	43248	45683	55000	42000	34000
MBA--TECH	19	46	41800	46161	*	*	*	19	234	41800	50355	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	16	66	44438	43515	*	*	*	25	341	41320	45883	51000	41000	34000
MBA--TECH	11	49	46724	46586	*	*	*	12	171	46413	51452	*	*	*
TOTALS	97	325						115	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	1	17	$42000	$55606	*	*	*	2	25	$42000	54788	*	*	*
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				+	43	+	44900			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	+	7	+	35857				+	13	+	34154			
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	+	5	+	37800				+	10	+	34200			
ENGINEERING														
AEROSPACE	+	2	+	56000				3	6	43864	48932	*	*	*
CHEMICAL	2	45	38000	50392	*	*	*	18	177	46130	50524	*	*	*
CIVIL	+	11	+	45177				2	20	48492	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	+	51	+	53315				10	84	53848	53147	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	15	+	51853				9	40	48420	49887	*	*	*
METALLURGICAL	+	12	+	46867				2	30	48600	47296	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				+	16	+	38912			
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	2	40	44658	45258	*	*	*	5	145	47834	45356	*	*	*
GEOLOGICAL SCIENCES	+	3	+	41267				+	14	+	38028			
MATHEMATICS	+	5	+	48704				1	11	53000	42775	*	*	*
PHYSICS	+	6	+	41717				2	17	41250	41486	*	*	*
POLYMER	+	1	+	45000				1	8	42000	46625	*	*	*
TOTALS	5	261						55	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28722 405 38500/25000			24163 8	36000 1		27800 1		
BUSINESS ADMIN (INCL MGMT	25167 3			26556 9	35000 1	28000 2	27067 3	27625 8	
ECONOM & FINANCE (BANKING	30750 4			25291 44 33000/21000	30394 54 35000/28000	26833 3	27525 8	29786 28 39000/26000	30875 4
MANAGEMENT INFO SYSTEMS	31000 3				36000 2	28500 2	27518 9	28183 18	
MARKETING/MARK MGMT (RESR		20500 4		23375 4		18500 1	26213 8	22500 2	
COMMUNICATIONS		19000 4			32000 1				
FOREIGN LANGUAGES	31000 1			28917 3	20000 1			28000 2	
LETTERS (incl English, Li		24000 1		22500 2	35167 3	21000 1		29600 5	
HUMANITIES - OTHER		22500 1		30250 4	35000 1			32000 2	15000 1
HISTORY	32000 1	23750 4		32000 2	30750 6			34000 2	
POLITICAL SCIENCE/GOVT		22667 3		29250 6	31129 14		20500 1	32750 8	
PSYCHOLOGY	29500 2	25000 1			27275 4	25000 1	19000 1	32000 1	
SOCIOLOGY		18000 2							
SOCIAL SCIENCES-OTHER	30000 2	22875 4		25000 2	30885 13	18000 1	28000 1	34000 6	
AEROSPACE & AERONAUTICAL									30360 1
CHEMICAL								35078 1	31200 8
CIVIL			28333 3					29083 6	28613 36 32400/27000
COMPUTER							36800 1	27000 1	
ELECTRICAL/ELECTRONIC	31000 1				40000 1	35714 7	33250 6	28818 11	
ENIVRONMENTAL ENGINEERING								28000 1	29952 1
INDUSTRIAL	28250 2			31333 3	32786 7			29886 21 37000/27600	
MECHANICAL	31250 2				35000 1			30277 13	31483 7
NUCLEAR									32000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ENGINEERING TECHNOLOGY					30500 1	32235 2	38000 1	31700 5	
PLANT SCIENCES								25000 1	
COMPUTER SCIENCE	32167 3			32833 3	31875 4	30000 2	29801 25 34000/26000	29647 17	34000 1
INFORMATION SCIENCES & SY								31350 1	
CHEMISTRY								31000 1	
MATHEMATICS	28200 5			34000 1	31167 6	30750 2	30600 5	28450 10	
PHYSICS					29500 1		35100 1	30850 2	
OTHER PHYSICAL & EARTH SC								16000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	27000 7		25500 1	24729 7		23350 6			
BUSINESS ADMIN (INCL MGMT			22000 1	23558 19		21660 20 27000/19000	30000 1		
ECONOM & FINANCE (BANKING	28833 30 35000/24000		25250 2	24555 31 27000/22000	22258 2	24285 20 41000/20000			20000 1
HUMAN RSRCS (incl LABOR R	20000 1			23000 3				22000 1	
MANAGEMENT INFO SYSTEMS	28250 4			27375 8					
MARKETING/MARK MGMT (RESR	24625 4			23946 13		23679 51 29000/21000			21000 4
COMMUNICATIONS				24750 2		21275 2			
MERCHANDISING MANAGEMENT						25000 7			
FOREIGN LANGUAGES				22000 1		18950 2			20000 1
LETTERS (incl English, Li				22000 2	24250 6	25250 4		17500 1	23000 1
VISUAL & PERFORMING ARTS						22833 6			
HUMANITIES - OTHER					21758 2	21000 1			
HISTORY	26500 2			23000 3	20750 4	23320 5			
POLITICAL SCIENCE/GOVT	16500 2		22000 1	27600 5	21559 11	24075 8			
PSYCHOLOGY		11960 1		24833 3	23000 1	24600 5		27000 1	
SOCIAL SCIENCES-OTHER			16305 1	26000 1	21800 4	22833 3			18000 1
AEROSPACE & AERONAUTICAL	31000 1								
COMPUTER				30000 1					
ELECTRICAL/ELECTRONIC	32500 6			31000 1					
INDUSTRIAL				32000 1		23000 1			
COMPUTER SCIENCE	31200 5			26640 5					
COMPUTER PROGRAMMING				27000 1					
ACTUARIAL				29167 6					

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BIOLOGICAL				28500 1					
MATHEMATICS				29737 21 33300/27000					

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 1

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	24500 2	25000 1		25770 2	27000 1	23530 2			
BUSINESS ADMIN (INCL MGMT	22500 2	28000 1	22500 1	27167 3	14500 1	21653 2	30650 1	25000 1	
ECONOM & FINANCE (BANKING	29000 4		21000 2	26863 7		19043 4			
HUMAN RSRCS (incl LABOR R									16450 1
MANAGEMENT INFO SYSTEMS				29060 5	26000 2	29000 2			20000 1
MARKETING/MARK MGMT (RESR	25000 1	21000 2				20598 2			
REAL ESTATE	24000 1								
COMMUNICATIONS			18000 1						
ELEMENTARY EDUCATION					21736 5				
PRE-ELEMENTARY EDUCATION					19500 1				
LETTERS (incl English, Li		24000 1					21250 2		
VISUAL & PERFORMING ARTS					21250 2				
HUMANITIES - OTHER					16125 4	16000 1			
HISTORY					21700 5		16000 1		
POLITICAL SCIENCE/GOVT	31000 1	31000 1				20735 4	23750 2		
PSYCHOLOGY		25000 1		22000 1	20500 2				15700 3
SOCIOLOGY							21500 1		
SOCIAL SCIENCES-OTHER					20200 2	12000 1	22000 1		19000 1
AEROSPACE & AERONAUTICAL				31500 1		27876 4			
ARCHITECTURAL							22000 1		
BIOENGINEERING & BIOMEDIC		30120 1		28500 1		26246 2	15400 1		32000 1
CHEMICAL		37800 1				26300 2	25000 1		
CIVIL	38500 1	30000 1	26880 5	33433 3		25504 10	28252 23 37000/25000		

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER		29400 1							
ELECTRICAL/ELECTRONIC		31912 10		32845 19		26614 17	33300 1		
INDUSTRIAL			34700 1	31960 5		24743 7			
MECHANICAL		32201 5		32681 12		25384 18		33000 1	33867 3
NUCLEAR				28500 2					
ENGINEERING TECHNOLOGY				35000 1					
COMPUTER SCIENCE		34000 4		32000 6		28113 3			
NURSING								31884 16	
BIOLOGICAL		24000 1			20000 3	19000 1			25000 1
MATHEMATICS				34500 1		20195 1	31700 1		
PHYSICS				34667 3					

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
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BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28660 1
BUSINESS ADMIN (INCL MGMT			25000 1		25800 1		24000 1	25000 1	25550 2
DISTRIBUTION MANAGEMENT									30000 1
ECONOM & FINANCE (BANKING					26732 4		24500 2	21000 1	25000 1
HUMAN RSRCS (incl LABOR R								24000 1	
MANAGEMENT INFO SYSTEMS					29250 2				31400 5
MARKETING/MARK MGMT (RESR	18000 1						28600 3	27000 1	24683 6
ELEMENTARY EDUCATION				21000 1					
FOREIGN LANGUAGES				12000 1					
LETTERS (incl English, Li	23000 1		13867 6						
VISUAL & PERFORMING ARTS			17800 1						
HISTORY				12000 1					28500 2
POLITICAL SCIENCE/GOVT			12167 3					30000 1	30000 1
PSYCHOLOGY			22000 2	19750 2					
SOCIOLOGY			18000 2						32800 1
SOCIAL SCIENCES-OTHER			13200 5						32500 1
AEROSPACE & AERONAUTICAL					27050 4				
BIOENGINEERING & BIOMEDIC						22544 2			32000 2
CHEMICAL								29650 2	35238 54 38600/34200
CIVIL					30833 3			28472 17	31550 2
COMPUTER					31000 2				
ELECTRICAL/ELECTRONIC					32018 15		32686 7		31800 3
INDUSTRIAL						31460 1	32567 6		30463 8

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

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BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MECHANICAL					31465 39 33200/28500		32181 30 35000/30000	34398 2	34030 22 37920/32240
METALLURGICAL								33000 1	
AGRIBUSINESS						22000 1			
COMPUTER SCIENCE					31422 9				31622 3
PHARMACY									45176 10
BIOLOGICAL									29350 4
CHEMISTRY									29740 5
MATHEMATICS									28454 2
PHYSICS					29500 2				34000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

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BY CURRICULUM/EMPLOYER

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	28600 5	27000 2	27000 2	30000 1				27000 3	
BUSINESS ADMIN (INCL MGMT	18000 2	30500 1	22500 2						
ECONOM & FINANCE (BANKING	24748 8	26820 9	29174 7	29000 4				26500 1	30000 1
HUMAN RSRCS (incl LABOR R		30350 2							27000 1
MANAGEMENT INFO SYSTEMS	31311 6	28800 5	28000 1	26667 3				25500 2	
MARKETING/MARK MGMT (RESR	23440 10	24000 3	24517 6	25923 9			22500 1		30000 1
COMMUNICATIONS	34100 1	18200 1		27500 1					
HUMANITIES - OTHER			37000 1						
POLITICAL SCIENCE/GOVT		28000 1		26500 1					
PSYCHOLOGY			24500 1						
SOCIOLOGY			26000 1						
AEROSPACE & AERONAUTICAL		31511 2			29000 1				
CHEMICAL		35129 9	35200 6	35663 8			35033 3	34935 25 37000/34000	35865 11
CIVIL		31333 3	31290 2	33000 1	30160 1			31750 2	35060 5
COMPUTER		33380 2							
ELECTRICAL/ELECTRONIC	32898 29 38500/29600	32865 86 40000/31000		33067 3	32333 6		34500 1	34560 3	34860 2
INDUSTRIAL	34333 3	31875 12	33100 2		29500 1			33000 1	35880 1
MECHANICAL	32333 6	32037 110 35000/30000	31620 5	32000 1	31841 17		33267 6	33777 13	34901 13
NUCLEAR		34500 1							
ENGINEERING TECHNOLOGY		33750 2			34080 1			31750 2	
INDUSTRIAL TECHNOLOGY		29000 1							
COMPUTER SCIENCE	32580 23 37500/30000	32440 23 36004/30960							32032 1
INFORMATION SCIENCES & SY		35833 3							

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
CHEMISTRY									32490 2
MATHEMATICS		29350 4							
PHYSICS	32650 2	33340 5		33000 2					
OTHER PHYSICAL & EARTH SC								24500 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					25000 1	27500 5	22000 2
BUSINESS ADMIN (INCL MGMT					25000 2	22000 3	26500 4
ECONOM & FINANCE (BANKING					24280 2	28750 4	31000 2
MANAGEMENT INFO SYSTEMS						29667 3	
MARKETING/MARK MGMT (RESR					22560 1	28000 1	21250 4
COMMUNICATIONS			21000 1				26000 1
LETTERS (incl English, Li							25500 2
VISUAL & PERFORMING ARTS			21000 1				
HUMANITIES - OTHER							33000 1
POLITICAL SCIENCE/GOVT							31000 1
PSYCHOLOGY							21500 2
SOCIAL SCIENCES-OTHER							31000 1
CHEMICAL		34908 5	37200 1			36250 4	33075 4
CIVIL							29360 8
COMPUTER						31333 3	
ELECTRICAL/ELECTRONIC			34113 1			31683 8	28425 4
INDUSTRIAL		25200 2	32000 1	32100 2		33600 1	29133 3
MECHANICAL	32000 1	32137 6	32453 9	32067 3	32000 1	31044 10	31004 11
NUCLEAR							32100 1
ENGINEERING TECHNOLOGY			31000 1			26000 1	36000 1
INDUSTRIAL TECHNOLOGY			26000 1				29520 2
COMPUTER SCIENCE			33600 1			29000 1	28250 4
NURSING							24000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MATHEMATICS						25000 1	28000 1
PHYSICS							32000 1
OTHER PHYSICAL & EARTH SC							22500 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28755 421 38500/25000	21667 24 26000/18000		25963 84 35000/20000	30769 101 40000/28000	25091 11	26689 32 36000/23500	29772 82 39000/25000	27700 5
BACHELOR - TECHNICAL	29808 13		28333 3	32357 7	32333 21 40000/30000	33536 13	30960 39 39000/26000	29509 92 37000/27000	29570 55 35000/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27430 50 35000/21000	11960 1	22718 6	24533 98 31000/22000	22129 30 33000/20000	23441 140 41000/20000	30000 1	22167 3	20625 8
BACHELOR - TECHNICAL	31833 12			29221 37 33300/26000		23000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	26364 11	25000 7	20625 4	27132 18	20743 25 30000/14500	20926 18	22519 8	25000 1	17092 6
BACHELOR - TECHNICAL	38500 1	31977 24 38500/26200	28183 6	32571 54 38000/30000	20000 3	25811 65 32700/22000	27757 28 37000/24575	31950 17	31720 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	20500 2		15425 20 25000/12000	16900 5	27318 7		26467 6	25400 5	28198 21 33300/25000
BACHELOR - TECHNICAL					31242 74 35568/28800	24637 4	32317 43 36000/30000	29323 22 39796/28000	34667 116 45973/30000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26042 32 34100/18000	27033 24 32000/24000	26944 21 37000/23000	27016 19			22500 1	26417 6	29000 3
BACHELOR - TECHNICAL	32788 63 38500/30000	32477 263 40000/30200	33205 15	34367 15	31779 27 35000/30000		33920 10	34057 47 37000/32000	35033 35 38500/32724

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL			21000 2		24353 6	27219 16	25600 20 33000/21000
BACHELOR - TECHNICAL	32000 1	32136 13	32400 15	32080 5	32000 1	31603 29 37000/26200	29904 42 36500/26000

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	34094 8		32500 1	51042 12			32000 1	29175 8	
MBA--TECH	30300 5			35750 4	39000 1	36000 1	34000 1	30000 2	43000 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				40000 1		28000 1			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						29891 1			
MBA--TECH				42000 3		31490 1			

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							39320 5		46500 4
MBA--TECH					45000 1				50000 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	41015 4	36000 1	39333 3	42250 4	32000 1				
MBA--TECH	39200 1	41333 3	42000 1	42000 1	44000 1			32000 1	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							32000 2
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28710 406 38500/25000	25852 45 31500/22000	14300 1						27333 6
BUSINESS ADMIN (INCL MGMT	24000 1		27333 3	19500 2	34000 1				28600 3
ECONOM & FINANCE (BANKING	30500 2	25414 30 31500/22000	25469 13	27214 14	29047 15	26400 2	26000 1	25000 1	29101 79 36000/25000
HUMAN RSRCS (incl LABOR R		20000 1							24000 1
MANAGEMENT INFO SYSTEMS	31000 1	30700 1							28648 5
MARKETING/MARK MGMT (RESR			27000 2						27000 2
COMMUNICATIONS		24000 1			32000 1				
FOREIGN LANGUAGES	31000 1			28917 3					
LETTERS (incl English, Li				25000 1	36000 2				33500 1
HUMANITIES - OTHER			32000 1	30000 2	35000 1				29000 1
HISTORY				32000 2	31000 4				30500 3
POLITICAL SCIENCE/GOVT			26000 1	29375 4	31333 6			29500 2	31114 7
PSYCHOLOGY	29500 2				29300 2				34000 1
SOCIAL SCIENCES-OTHER	28000 1		28000 1	22000 1	30625 4				31000 9
CIVIL									38500 1
ELECTRICAL/ELECTRONIC					40000 1				32000 2
INDUSTRIAL					31000 1	31000 1			31625 4
MECHANICAL									35000 1
ENGINEERING TECHNOLOGY							30500 1		
COMPUTER SCIENCE		26520 1	38000 1		31000 1				29500 1
MATHEMATICS	28333 3		34000 1		31000 2				29344 8
PHYSICS									29500 1

AVERAGE SALARY OFFERS — SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION — CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 — 90th: 22080 / 10th: 18330 — PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC	MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	24500	1	22786	7	22700	8								29000	1		
ECONOM & FINANCE (BANKING	30000	2	24464	14	25175	4											
HUMAN RSRCS (incl LABOR R					21000	1											
MANAGEMENT INFO SYSTEMS	31000	1										24000	1				
MARKETING/MARK MGMT (RESR			23250	4	25650	2		18500	1			26000	1				
COMMUNICATIONS					25500	1				26000	1	26150	2	20000	2		
LETTERS (incl English, Li			22000	1				21000	1	17500	1			23000	1	23000	1
HISTORY			22000	1										30000	1		
POLITICAL SCIENCE/GOVT			28500	2	25000	1		31000	1							13750	2
PSYCHOLOGY			24250	2	26000	1		25000	1			25000	1				
SOCIOLOGY												18000	1				
SOCIAL SCIENCES-OTHER					26000	1		20000	2					16305	1	18000	1
AEROSPACE & AERONAUTICAL	31000	1															
COMPUTER SCIENCE														34500	1		
BIOLOGICAL					28500	1											
MATHEMATICS			30000	1	20000	1											

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			27000 1						
BUSINESS ADMIN (INCL MGMT		22000 2	27000 1	23000 1		22000 1	21256 9	27000 1	
DISTRIBUTION MANAGEMENT				30000 1					
ECONOM & FINANCE (BANKING		26610 2	24600 5	23000 3	28333 3	21000 1	24551 13	16000 1	
MANAGEMENT INFO SYSTEMS							21900 2		
MARKETING/MARK MGMT (RESR	23000 6	23585 9	25500 18	24000 3	24500 6		23707 51 35000/20000	20598 2	
REAL ESTATE							24000 1		
COMMUNICATIONS							20500 5		
MERCHANDISING MANAGEMENT			26875 4				22500 2		
FOREIGN LANGUAGES					22000 1		18450 2		
LETTERS (incl English, Li	24000 1		25250 4		22000 1				
VISUAL & PERFORMING ARTS			25667 3						
HUMANITIES - OTHER	22500 1	37000 1							
HISTORY	23750 4		24500 2		23000 3		25000 1	25000 1	
POLITICAL SCIENCE/GOVT	22000 1	26667 3	25667 3				25167 3	22750 4	20000 1
PSYCHOLOGY	25000 1	36000 1	27000 1				22333 6		
SOCIOLOGY					18000 1		29400 2		
SOCIAL SCIENCES-OTHER	23000 1	27000 3						23000 1	
CHEMICAL				35100 1				26600 1	
ELECTRICAL/ELECTRONIC		28400 1			31000 1		30500 4	26900 1	
INDUSTRIAL			23000 1				31125 4		
MECHANICAL							30333 3	26189 4	
COMPUTER SCIENCE							30000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
BIOLOGICAL							29200	2		
CHEMISTRY							30000	2		
MATHEMATICS							30000	1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ECONOM & FINANCE (BANKING	19998 2								30000 1
HUMANITIES - OTHER			16000 1						
HISTORY					16000 1				
POLITICAL SCIENCE/GOVT			20000 1						
SOCIOLOGY		21500 1							
AEROSPACE & AERONAUTICAL				27000 1			32160 1		30862 1
ARCHITECTURAL							22000 1		
BIOENGINEERING & BIOMEDIC						23163 3			32000 1
CHEMICAL							31413 8	34293 3	35235 11
CIVIL					26494 5		28615 57 37000/26000	28142 11	
ELECTRICAL/ELECTRONIC							32550 8		31427 14
ENIVRONMENTAL ENGINEERING								28976 2	
INDUSTRIAL			22000 1						31421 16
MECHANICAL							30719 30 39796/28000	31000 1	32198 60 35500/29760
ENGINEERING TECHNOLOGY							30040 2		
INDUSTRIAL TECHNOLOGY							29640 1		27700 2
COMPUTER SCIENCE			25900 1	32700 1			30000 1		
BIOLOGICAL						24000 1			
MATHEMATICS							26000 1		
OTHER PHYSICAL & EARTH SC									24500 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING									35000 1
MANAGEMENT INFO SYSTEMS	29307 4								29143 7
MARKETING/MARK MGMT (RESR	29700 1								
VISUAL & PERFORMING ARTS						21000 1			
HUMANITIES - OTHER					33000 1				
POLITICAL SCIENCE/GOVT					32500 2				
PSYCHOLOGY					25000 1				
AEROSPACE & AERONAUTICAL	29000 1								28285 9
BIOENGINEERING & BIOMEDIC					31560 2				26997 3
CHEMICAL					34654 11	35717 1	34819 81 38600/33480	35586 7	35576 21 37800/34800
CIVIL		33433 3				25200 1		31920 10	28800 40 32500/26000
COMPUTER	36800 1	31500 1	31940 4						29400 1
ELECTRICAL/ELECTRONIC	33277 20 36800/31000	32404 10	32892 15	34388 16	32666 13	28475 4	34300 2	31829 19	32154 101 40000/27282
INDUSTRIAL	33820 5	31800 2		34250 2			28500 2	29500 1	30468 22 35000/26500
MECHANICAL	31780 2	31731 11		34000 1	31014 11	31700 5	34558 15	31973 33 37920/29000	31972 170 36000/29000
METALLURGICAL					33000 1				
NUCLEAR									31120 5
ENGINEERING TECHNOLOGY	30000 1	35000 1	34470 1		31000 1			31167 3	35500 2
INDUSTRIAL TECHNOLOGY									29000 1
COMPUTER SCIENCE	34682 4		32918 24 36004/31000	36800 1	27067 3				31838 13
CHEMISTRY					30375 4		34980 1		
MATHEMATICS	34500 1		36500 2						
PHYSICS	31500 1		35100 1	33800 1			33000 1	25000 1	34300 9

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
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CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	25000 1								
ECONOM & FINANCE (BANKING	18000 1								31750 2
MARKETING/MARK MGMT (RESR									20000 1
HUMANITIES - OTHER			20000 1						
HISTORY		22500 2							
PSYCHOLOGY									19600 1
SOCIOLOGY									19000 1
SOCIAL SCIENCES-OTHER		15400 1							
NURSING				31421 17					
PHARMACY						45176 10			
BIOLOGICAL		19000 1	25000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING							36000 1		
BUSINESS ADMIN (INCL MGMT			25000 1		26000 3	28067 3	29163 4	30500 1	
ECONOM & FINANCE (BANKING					27000 1	27040 5	29500 2	28000 1	
HUMAN RSRCS (incl LABOR R		16450 1				26000 1			
MANAGEMENT INFO SYSTEMS					27500 22 36000/24000	29036 10	31233 12		
MARKETING/MARK MGMT (RESR					22000 1	26600 2	36000 1		
ELEMENTARY EDUCATION	21000 1								
FOREIGN LANGUAGES	12000 1								
LETTERS (incl English, Li	15300 2		13150 4			32000 1			
VISUAL & PERFORMING ARTS		21500 1		17800 1					
HUMANITIES - OTHER					15000 1				
HISTORY			12000 1						
POLITICAL SCIENCE/GOVT			12000 2			33500 2			
PSYCHOLOGY	19667 3	18000 2	14500 1	12500 1					
SOCIOLOGY		17000 1							
SOCIAL SCIENCES-OTHER		20000 2	12600 5	20500 2					
BIOENGINEERING & BIOMEDIC									22000 1
CIVIL							28000 1		
COMPUTER					30000 1	31750 2			
ELECTRICAL/ELECTRONIC					28000 1				
INDUSTRIAL		27600 1				27000 1			
MECHANICAL					31000 1				
ENGINEERING TECHNOLOGY						33400 5			

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
PLANT SCIENCES									25000 1
COMPUTER SCIENCE					30668 44 36000/27000	30991 16	29824 18		
COMPUTER PROGRAMMING					27000 1				
INFORMATION SCIENCES & SY						34713 4			
ACTUARIAL							24000 1	30200 5	
MATHEMATICS					25000 1		29000 6	30579 18	
PHYSICS						29700 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				25483 6					
BUSINESS ADMIN (INCL MGMT		27350 10	30000 1	23260 32 30500/20000					14500 1
ECONOM & FINANCE (BANKING		30100 30 39000/26000		26251 36 41000/21000	20178 1	22258 2	26000 1	30000 3	
HUMAN RSRCS (incl LABOR R			27425 4	22000 1					
MANAGEMENT INFO SYSTEMS		28500 17							
MARKETING/MARK MGMT (RESR				22530 30 27000/19500					
COMMUNICATIONS				21275 2					
ELEMENTARY EDUCATION									21736 5
PRE-ELEMENTARY EDUCATION									19500 1
MERCHANDISING MANAGEMENT				22500 1					
FOREIGN LANGUAGES		28000 2		21000 1		20000 1			
LETTERS (incl English, Li		29000 4		23750 4		23500 8			
VISUAL & PERFORMING ARTS		21000 1		19500 2					21000 1
HUMANITIES - OTHER		32000 2		21000 1		21758 2			14833 3
HISTORY		33333 3	32000 1	21300 2		20750 4			16750 2
POLITICAL SCIENCE/GOVT		32500 6		23888 8		21554 12			23940 1
PSYCHOLOGY		32000 1		18992 5		23000 1			
SOCIAL SCIENCES-OTHER		33714 7	32500 1	23333 3		21800 4			
CIVIL		26252 1		34050 2					
COMPUTER		27000 1							
ELECTRICAL/ELECTRONIC		29042 12		32633 3					
INDUSTRIAL		30096 23 37000/28000		30600 5					
MECHANICAL		30922 9		32518 10					

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ENGINEERING TECHNOLOGY		32000 1							
AGRIBUSINESS				22000 1					
COMPUTER SCIENCE		29727 11							
BIOLOGICAL								29500 2	20000 3
CHEMISTRY								28200 1	
MATHEMATICS		28050 10		29850 2	24198 2			31908 1	
PHYSICS		31333 3		33000 1					
OTHER PHYSICAL & EARTH SC		16000 1		22500 1					

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28721 414 38500/25000	25647 78 31500/22000	25791 22 33000/20800	27422 29 35000/22000	30606 36 40000/26000	26400 2	26000 1	28000 3	29278 118 36000/25000
BACHELOR - TECHNICAL	28333 3	26520 1	36000 2		32800 5	31000 1	30500 1		30986 18

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28875 4	24016 31 28500/21000	24058 19		22583 6	21750 2	24217 6	23051 6	17125 4
BACHELOR - TECHNICAL	31000 1	30000 1	24250 2					34500 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	23300 15	25880 21 37000/21250	25583 42 30000/22000	24250 8	24200 15	21500 2	23351 97 35000/18000	22320 10	20000 1
BACHELOR - TECHNICAL		28400 1	23000 1	35100 1	31000 1		30347 17	26376 6	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	19998 2	21500 1	18000 2		16000 1				30000 1
BACHELOR - TECHNICAL			23950 2	29850 2	26494 5	23372 4	29675 110 39796/26000	29493 17	32122 106 37000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29386 5				30750 4	21000 1			29875 8
BACHELOR - TECHNICAL	33298 36 37400/30000	32267 28 35000/31500	33058 47 39000/30000	34443 21 38500/33400	32105 46 41500/28000	30302 11	34631 102 38600/32136	32110 74 37920/28000	31726 397 40000/26900

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21500 2	20133 3	20000 1						24420 5
BACHELOR - TECHNICAL		19000 1	25000 1	31421 17		45176 10			

AVERAGE SALARY OFFERS SEPTEMBER 1990 ECPO REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	17514 7	18707 7	13650 14	17825 4	26679 28 36000/22000	28665 24 34000/26000	31123 20 36000/28000	29250 2	
BACHELOR - TECHNICAL		27600 1			30416 49 36000/25000	31790 29 38500/27000	29340 26 36000/26000	30497 23 33300/28000	23500 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29892 83 39000/26000	29171 7	23730 134 41000/20000	20178 1	21997 34 33000/20000	26000 1	30000 3	18973 14
BACHELOR - TECHNICAL		29469 72 37500/27000		31255 25 35100/28000	24198 2			29777 4	20000 3

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990 through February 8, 1990) and cumulatively (September 1, 1989, and February 8, 1990). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	21	539	$26545	$27006	$28600	$26500	$23040	53	962	$27691	$26730	$33000	$28600	$21500
ACCOUNTING (PRIVATE)	3	106	25633	26959	*	*	*	8	236	22505	25396	*	*	*
COMMERCIAL BANKING (CNSMR	+	7	+	19415				+	22	+	20032			
COMMERCIAL BANKING (LENDG	+	17	+	22571				+	38	+	22399			
INVESTMT BANKING (CORP FN	+	4	+	30400				1	8	30800	27720	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	21334			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	27000			
INVESTMT BANKG (SALES & T	+	1	+	30000				+	1	+	30000			
FINANCIAL/TREASURY ANALYS	1	35	23816	27514	*	*	*	1	76	23816	26295	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	2	+	21900				+	6	+	20767			
UNDERWRITING	+	11	+	22136				+	31	+	21888			
INSURANCE - CLAIMS	+	6	+	20967				+	23	+	21349			
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	6	+	17630			
MEDIA PLANNING	+	1	+	16000				+	6	+	20739			
REPORTING	+	1	+	16200				+	4	+	15740			
PRODUCTION	+	2	+	27700				+	11	+	25856			
PUBLIC RELATIONS	+	3	+	16493				+	15	+	18961			
WRITING / EDITING	+	2	+	15700				+	10	+	18560			
MARKETING														
ADVERTISING	+	4	+	20010				+	10	+	18054			
BRAND/PRODUCT MANAGEMENT	1	7	23000	23057	*	*	*	2	34	24880	23702	*	*	*
BUYER/MERCHANDISING	+	49	+	21249				1	76	20000	22298	*	*	*
DISTRIBUTION	+	8	+	23900				1	17	28500	23495	*	*	*
MARKET RESEARCH	+	3	+	23667				1	6	26760	23960	*	*	*
PURCHASING	2	7	25800	25731	*	*	*	3	10	26700	24431	*	*	*
SALES	6	114	28160	24914	*	*	*	10	312	29006	24464	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21667				1	11	17000	19658	*	*	*
FINANC,TAXA, MONETARY POL	+	3	+	22890				+	9	+	23741			
ECONOMIC PROGRAMS	+	+	+	+				+	1	+	18000			
LAW ENFORCEMENT	+	1	+	19493				+	3	+	20664			
MILITARY	+	5	+	26437				+	32	+	22293			
NATIONAL SECURITY	+	1	+	32700				+	1	+	32700			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	5	+	25010				+	5	+	25010			
DESIGN / CONSTRUCT	2	131	31830	30212	*	*	*	6	332	30727	29845	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	28418				+	25	+	27890			
MANUFACTURING/INDUSTRIAL	19	146	31781	32231	*	*	*	30	385	31352	31859	33000	32040	27256
SYSTEMS / PROGRAMMING	+	35	+	30222				1	70	29800	30682	*	*	*
POWER SYSTEMS	2	19	30930	30244	*	*	*	10	67	32445	31335	*	*	*
SOFTWARE DESIGN & DEVELOP	4	37	32277	31672	*	*	*	7	67	29305	31252	*	*	*
HARDWARE DESIGN & DEVELOP	1	26	36800	32690	*	*	*	1	56	36800	31737	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	50	$30900	$31729	*	*	*	14	128	$27791	$31079	*	*	*
TESTING	3	32	30040	29898	*	*	*	4	70	30733	30120	*	*	*
PROCESS ENGINEERING	9	112	35191	34606	*	*	*	15	207	34883	34397	*	*	*
PROJECT ENGINEERING	9	127	32090	31691	*	*	*	21	247	31925	32051	$34140	$32040	$30800
OTHER ENGINEERING	4	90	31059	30699	*	*	*	7	217	31177	30625	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	25555				1	14	27500	21283	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	18000				+	9	+	21690			
NURSES / PERSONAL CARE	+	1	+	27000				+	8	+	24475			
OCCUPATIONAL THERAPY	+	+	+	+				3	3	25346	25346	*	*	*
PHARMACIST	3	5	38478	37787	*	*	*	3	6	38478	36522	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	+	+	+			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	2	+	17518				1	16	18500	19832	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	16567				+	6	+	15947			
COUNSELING	+	2	+	20225				+	15	+	15743			
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	20000	17180	*	*	*
SOCIAL WORK	+	1	+	18954				+	10	+	17262			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	9	87	26378	28660	*	*	*	12	181	26119	27717	*	*	*
INFORMATION SYSTEMS	1	17	25900	27955	*	*	*	3	87	26833	26847	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	38	27868	30159	*	*	*	6	96	25792	29160	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	28433				+	8	+	29675			
AGRICULTURE/NAT'L RESOURC	1	24	18000	19799	*	*	*	1	35	18000	19905	*	*	*
ARCHITECTURE	+	+	+	+				+	5	+	18130			
CONSULTING	+	34	+	28418				3	81	26667	27118	*	*	*
HUMAN RESRCS /INDUS RELS	1	10	21000	24850	*	*	*	3	25	21267	23027	*	*	*
MANAGEMENT TRAINEE	8	122	24015	20705	*	*	*	19	389	22228	20684	*	*	*
MATH/STATISTICIANS	+	1	+	25500				2	7	19493	22184	*	*	*
PARALEGAL	+	1	+	20000				+	3	+	19333			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	1	+	25000			
RESEARCHERS - TECHNICAL	+	1	+	18000				+	6	+	23020			
TEACHING	+	60	+	19802				2	282	24202	18890	*	*	*
TOTALS	114	2180						258	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	6	+	$27983				+	80	+	$30160			
MBA--NON-TECH	2	29	$31900	35141	*	*	*	2	71	$31900	32593	*	*	*
MBA--TECH	+	9	+	34256				+	14	+	36280			
MS-BUSINESS	1	7	45000	37786	*	*	*	1	16	45000	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	8	+	42206				+	15	+	35257			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	3	+	31775				+	5	+	31065			
MANAGEMENT INFORMATION SY	+	1	+	38400				+	3	+	37133			
MARKETING/MKTNG MGT (RESE	+	1	+	50000				+	3	+	35271			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	3	+	22800			
ELEMENTARY EDUCATION	+	1	+	27740				+	11	+	23002			
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	24000				+	6	+	21915			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				+	1	+	12000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	+	1	+	20000				+	1	+	20000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	2	+	32200			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	23419			

continued

MAPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	$35372				+	9	+	$35688			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	2	+	38500				+	10	+	35791			
CIVIL	+	13	+	32592				+	47	+	31711			
COMPUTER	+	+	+	+				+	1	+	39364			
ELECTRICAL/ELECTRONIC	1	15	$37500	38149	*	*	*	3	43	$34032	36688	*	*	*
INDUSTRIAL	1	2	35600	35300	*	*	*	1	9	35600	37056	*	*	*
MECHANICAL	1	29	36900	37860	*	*	*	3	39	34712	37083	*	*	*
METALLURGICAL	+	5	+	38280				+	5	+	38280			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	+	4	+	38325				1	8	30000	38513	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	1	24000	24000	*	*	*	1	2	24000	29124	*	*	*
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	2	31500	30500	*	*	*	2	3	33250	32000	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	12	+	41550				+	32	+	37292			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	1	1	34800	34800	*	*	*	1	11	34800	32528	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	28395				+	8	+	32343			
PHYSICS	+	1	+	30000				+	3	+	29917			
POLYMER	+	+	+	+				2	2	34980	34980	*	*	*
TOTALS	9	158						17	470					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	17	+	$38494				+	34	+	$40276			
MBA--TECH	+	1	+	40000				+	3	+	39333			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	13	+	48377				+	29	+	44776			
MBA--TECH	+	2	+	41750				+	7	+	53371			
OVER 4 YEARS														
MBA--NON-TECH	+	9	+	42100				+	28	+	44746			
MBA--TECH	+	+	+	+				+	3	+	67333			
TOTALS	+	42						+	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$38000				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	+	+	+				+	1	+	38000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	38000				+	5	+	37560			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	2	+	50500				+	9	+	48447			
CIVIL	+	1	+	37200				+	1	+	37200			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	1	+	55900				+	4	+	57975			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	2	+	45500			
METALLURGICAL	+	+	+	+				1	2	$51120	52560	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	6	+	39383			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	2	+	36000			
PHYSICS	+	+	+	+				+	3	+	42293			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	6						1	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27640 53 37400/21500						28800 1		
BUSINESS ADMIN (INCL MGMT						21400 2			
ECONOM & FINANCE (BANKING	28375 4								
CIVIL								27000 1	
ELECTRICAL/ELECTRONIC						33500 1			
ENGINEERING TECHNOLOGY							29800 1		
COMPUTER SCIENCE				25900 1		29420 5			
INFORMATION SCIENCES & SY						26500 4			

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	26000 1								
BUSINESS ADMIN (INCL MGMT				20000 1		20400 2			
ECONOM & FINANCE (BANKING				24000 1		22800 1			
MARKETING/MARK MGMT (RESR	23000 1			25000 1		21713 3			
TEXTILES & CLOTHING						20000 1			
MERCHANDISING MANAGEMENT						14490 2			
VISUAL & PERFORMING ARTS						14500 1			
HISTORY						22800 1			
POLITICAL SCIENCE/GOVT		16120 1							
PSYCHOLOGY						18000 1			
INDUSTRIAL						24700 2			
COMPUTER SCIENCE	26004 1								
PHARMACY						41600 1			

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BUSINESS ADMIN (INCL MGMT						17000 1			
ECONOM & FINANCE (BANKING			20004 1						
ELEMENTARY EDUCATION					24202 2				
PSYCHOLOGY								18500 1	
ELECTRICAL/ELECTRONIC			29910 1	32269 8	25343 3	26111 8			
INDUSTRIAL			27600 2	31700 1					
MECHANICAL						25343 4			
COMPUTER SCIENCE						23716 3			
COMPUTER PROGRAMMING					25343 3				
INFORMATION SCIENCES & SY				27600 1					
ALLIED HEALTH								25800 1	
HEALTH SCIENCES					26237 1				25750 2
PHARMACY								36917 2	
MATHEMATICS						19493 2			

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									27320 2
BUSINESS ADMIN (INCL MGMT									24360 5
DISTRIBUTION MANAGEMENT									28500 1
MARKETING/MARK MGMT (RESR							29736 1		26760 2
CHEMICAL									35317 13
CIVIL								29000 2	
ELECTRICAL/ELECTRONIC									32500 1
INDUSTRIAL								31500 2	33020 4
MECHANICAL							32550 2	29820 1	34050 4
COMPUTER SCIENCE									30000 1
HEALTH SCIENCES				20000 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING					24900 1				
BUSINESS ADMIN (INCL MGMT		25800 2							
ECONOM & FINANCE (BANKING	23816 1								
MANAGEMENT INFO SYSTEMS					25800 1				
MARKETING/MARK MGMT (RESR		22000 1							
AEROSPACE & AERONAUTICAL		31100 1							
CHEMICAL								33700 1	
COMPUTER		36800 1							
ELECTRICAL/ELECTRONIC	32136 1	31800 11		33000 1	31200 1			33000 1	34000 1
INDUSTRIAL		31140 9			32400 1			31200 1	
MECHANICAL		30963 12			30720 5		33450 2	35100 2	
METALLURGICAL					32220 1				
MINING (INCL GEOLOGICAL)						28500 1			
NUCLEAR		33120 1			32560 3				
ENGINEERING TECHNOLOGY		31500 1							
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE	28008 1	26100 1							
INFORMATION SCIENCES & SY					25800 1				

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							14000 1
INDUSTRIAL							31050 2
MECHANICAL		32700 1				33180 1	
MINING (INCL GEOLOGICAL)							31500 1

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27692 57 37400/21500					21400 2	28800 1		
BACHELOR - TECHNICAL				25900 1		28660 10	29800 1	27000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24500 2	16120 1		23000 3		19418 12			
BACHELOR - TECHNICAL	26004 1					30333 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			20004 1		24202 2	17000 1		18500 1	
BACHELOR - TECHNICAL			28370 3	31745 10	25471 7	24729 17		33211 3	25750 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL							29736 1		25846 10
BACHELOR - TECHNICAL				20000 1			32550 2	30164 5	34343 23 36600/32500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	23816 1	24533 3			25350 2				
BACHELOR - TECHNICAL	30072 2	31358 37 36800/28500		33000 1	31075 12	28500 1	33450 2	31017 6	34000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL							14000 1
BACHELOR - TECHNICAL		32700 1				33180 1	31200 3

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27653 52 37400/21500	23908 5							
ECONOM & FINANCE (BANKING	29700 1	24000 1			30800 1				23816 1
MARKETING/MARK MGMT (RESR		22000 1							
VISUAL & PERFORMING ARTS		14500 1							

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT						25800 2		17000 1	
DISTRIBUTION MANAGEMENT				28500 1					
ECONOM & FINANCE (BANKING							20004 1		
MARKETING/MARK MGMT (RESR		24880 2			26760 1		27079 3		
TEXTILES & CLOTHING			20000 1						
ELECTRICAL/ELECTRONIC							32500 1		
INDUSTRIAL						28500 1	31264 5		

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL							31100 1		
CHEMICAL									34500 1
CIVIL							29000 2		
ELECTRICAL/ELECTRONIC									31094 6
INDUSTRIAL							31500 1		30882 12
MECHANICAL							31200 1		31671 10
METALLURGICAL									32220 1
NUCLEAR							32560 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMICAL							35255 13		
COMPUTER				36800 1					
ELECTRICAL/ELECTRONIC		32269 8	27382 4		26369 6	32812 1		30690 8	32545 3
INDUSTRIAL					31680 1		31560 1	32000 1	
MECHANICAL		33180 1			28453 7	29310 2	33360 1	32778 10	30300 2
MINING (INCL GEOLOGICAL)									30000 2
NUCLEAR		33120 1						32560 2	
ENGINEERING TECHNOLOGY	29800 1					31500 1			
COMPUTER SCIENCE			31869 3						

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PSYCHOLOGY									18500 1
ALLIED HEALTH					25800 1				
HEALTH SCIENCES	27500 1				25119 2				
PHARMACY						38478 3			

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						28800 1			
MANAGEMENT INFO SYSTEMS						25800 1			
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					26400 4	25900 1	25431 5		
COMPUTER PROGRAMMING					25343 3				
INFORMATION SCIENCES & SY					26360 5		27600 1		
HEALTH SCIENCES			20000 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		27000 1							
BUSINESS ADMIN (INCL MGMT			21267 3	23086 7					
ECONOM & FINANCE (BANKING		26500 2		22800 1					
MARKETING/MARK MGMT (RESR				19320 2					
ELEMENTARY EDUCATION									24202 2
MERCHANDISING MANAGEMENT				14490 2					
HISTORY				22800 1					
POLITICAL SCIENCE/GOVT				16120 1					
PSYCHOLOGY				18000 1					
CIVIL				27000 1					
ELECTRICAL/ELECTRONIC				31200 1					
INDUSTRIAL				27600 2					
MATHEMATICS					19493 2				

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	23	647	$26537	$27070	$28600	$26500	$23040	59	1187	$27344	$26548	$33000	$28500	$21500
BUSINESS ADMIN (INCL MGMT	4	57	24900	22347	*	*	*	13	243	22615	21855	*	*	*
DISTRIBUTION MANAGEMENT	+	8	+	25200				1	18	28500	24489	*	*	*
ECONOM & FINANCE (BANKING	4	95	22655	23479	*	*	*	8	238	25515	23281	*	*	*
HOTEL/RESTAURANT MGMT.	+	8	+	19100				+	27	+	19873			
HUMAN RSRCS (incl LABOR R	+	18	+	24153				+	30	+	23762			
MANAGEMENT INFO SYSTEMS	+	27	+	27245				1	92	25800	27064	*	*	*
MARKETING/MARK MGMT (RESR	4	117	24264	23402	*	*	*	9	316	24266	22748	*	*	*
REAL ESTATE	+	7	+	24880				+	9	+	25484			
COMMUNICATIONS														
ADVERTISING	+	3	+	21548				+	9	+	19227			
COMMUNICATIONS	+	25	+	20684				+	69	+	20150			
JOURNALISM	+	5	+	18540				+	22	+	16440			
TELECOMMUN/BROADCASTING	+	3	+	17593				+	8	+	20715			
EDUCATION														
ELEMENTARY EDUCATION	+	38	+	20445				2	157	24202	19048	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	16374				+	7	+	14742			
PHYSICAL EDUCATION	+	2	+	15850				+	15	+	19829			
SPECIAL EDUCATION	+	9	+	18628				+	28	+	19240			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	25000				+	31	+	18519			
TEXTILES & CLOTHING	+	18	+	20219				1	28	20000	20269	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	20000				2	24	14490	18032	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	21250				+	4	+	19439			
LETTERS (incl English, Li	+	7	+	19325				+	34	+	18543			
VISUAL & PERFORMING ARTS	+	5	+	20815				1	27	14500	19091	*	*	*
HUMANITIES - OTHER	+	18	+	19911				+	27	+	20937			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19747				+	6	+	20999			
HISTORY	1	2	22800	20877	*	*	*	1	5	22800	20951	*	*	*
POLITICAL SCIENCE/GOVT	+	3	+	18567				1	24	16120	20561	*	*	*
PSYCHOLOGY	1	9	18000	20771	*	*	*	2	30	18250	18459	*	*	*
SOCIOLOGY	+	1	+	24000				+	6	+	20332			
SOCIAL SCIENCES-OTHER	+	2	+	16500				+	11	+	17939			
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	24	31100	30450	*	*	*	1	46	31100	30616	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	27999			
ARCHITECTURAL	+	11	+	30856				+	14	+	29937			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	28000			
CHEMICAL	9	125	35318	35174	*	*	*	14	232	35201	34955	*	*	*
CIVIL	1	94	27000	28620	*	*	*	3	236	28333	27558	*	*	*
COMPUTER	1	10	36800	31140	*	*	*	1	31	36800	30994	*	*	*
ELECTRICAL/ELECTRONIC	12	232	31899	31508	*	*	*	38	499	30319	31283	33696	31500	25343

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	12	26	$30053	$29958	*	*	*	24	145	$30723	$30717	$32400	$31500	$27600
MECHANICAL	16	219	31830	32178	*	*	*	34	525	31195	32030	33840	31800	27256
METALLURGICAL	1	5	32220	33984	*	*	*	1	35	32220	32139	*	*	*
MINING (INCL GEOLOGICAL)	+	10	+	26638				2	16	30000	28961	*	*	*
NUCLEAR	3	3	32560	32560	*	*	*	4	10	32700	30060	*	*	*
PETROLEUM	+	18	+	35906				+	42	+	35866			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	1	37	31500	28417	*	*	*	2	72	30650	29255	*	*	*
INDUSTRIAL TECHNOLOGY	+	17	+	25000				+	19	+	24526			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	11	+	21990				+	20	+	22174			
ANIMAL SCIENCES	+	8	+	17411				+	11	+	17571			
PLANT SCIENCES	+	1	+	20000				+	3	+	21000			
NATURAL RESOURCES	1	2	18000	16000	*	*	*	1	3	18000	18000	*	*	*
OTHER AGRICULTURAL SCIENC	+	9	+	24556				+	11	+	23738			
COMPUTER SCIENCE														
COMPUTER SCIENCE	10	88	28311	30020	*	*	*	13	209	27251	29003	*	*	*
COMPUTER PROGRAMMING	+	4	+	28150				3	9	25343	27181	*	*	*
INFORMATION SCIENCES & SY	6	44	26567	28952	*	*	*	6	88	26567	27874	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	31860				1	10	25800	22399	*	*	*
HEALTH SCIENCES	+	+	+	+				4	12	24434	21711	*	*	*
NURSING	+	1	+	27000				+	8	+	25650			
PHARMACY	3	5	38478	37787	*	*	*	3	10	38478	34905	*	*	*
SCIENCES														
ACTUARIAL	+	2	+	27650				+	5	+	30180			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	4	+	17663			
BIOLOGICAL	+	4	+	22750				+	17	+	21874			
CHEMISTRY	+	10	+	27896				+	17	+	26427			
GEOLOGY & GEOLOGICAL SCI	+	3	+	23000				+	7	+	21214			
MATHEMATICS	+	11	+	22039				2	43	19493	22817	*	*	*
PHYSICS	+	2	+	26550				+	5	+	25602			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	114	2180						258	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18350 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27691 53 37400/21500	22505 8			30800 1				23816 1
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		24880 2	20000 1	28500 1	26760 1	25800 2	25310 4	17000 1	
BACHELOR - TECHNICAL						28500 1	31470 6		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL							30727 6		31352 30 35400/27256

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	29800 1	32445 10	29305 7	36800 1	27791 14	30733 4	34883 15	31925 21 35400/30800	31177 7

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL									18500 1
BACHELOR - TECHNICAL	27500 1				25346 3	38478 3			

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL						27300 2			
BACHELOR - TECHNICAL			20000 1		26119 12	25900 1	25792 6		18000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26667 3	21267 3	20596 15					24202 2
BACHELOR - TECHNICAL				28350 4	19493 2				

AVERAGE SALARY OFFERS FEBRUARY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH								36800 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	27000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990 through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	22	734	$28327	$25614	$32000	$28650	$24000	81	2015	$27611	$26179	$33000	$28500	$22000
BUSINESS ADMIN (INCL MGMT	5	160	27880	23396	*	*	*	18	414	24078	22545	*	*	*
DISTRIBUTION MANAGEMENT	+	10	+	26220				1	28	20500	25108	*	*	*
ECONOM & FINANCE (BANKING	4	205	27125	25105	*	*	*	12	467	26052	24149	*	*	*
HOTEL/RESTAURANT MGMT.	+	4	+	20900				+	31	+	20005			
HUMAN RSRCS (incl LABOR R	+	20	+	24740				+	50	+	24153			
MANAGEMENT INFO SYSTEMS	+	65	+	26664				1	160	25800	26926	*	*	*
MARKETING/MARK MGMT (RESR	2	171	24800	22727	*	*	*	11	501	24363	22759	*	*	*
REAL ESTATE	+	5	+	22900				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	11	+	17238				+	22	+	17985			
COMMUNICATIONS	1	33	22200	19983	*	*	*	1	107	22200	20160	*	*	*
JOURNALISM	+	14	+	18879				+	37	+	17351			
TELECOMMUN/BROADCASTING	+	5	+	13920				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	74	+	19103				2	234	24202	19142	*	*	*
PRE-ELEMENTARY EDUCATION	+	15	+	17584				+	23	+	16783			
PHYSICAL EDUCATION	+	5	+	17840				+	23	+	19397			
SPECIAL EDUCATION	+	22	+	20796				+	52	+	19876			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21280				+	36	+	18902			
TEXTILES & CLOTHING	+	2	+	24300				1	30	20000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	4	+	20158				2	28	14490	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				+	6	+	22026			
LETTERS (incl English, Li	+	17	+	20065				+	51	+	19050			
VISUAL & PERFORMING ARTS	+	7	+	18000				1	35	14500	18727	*	*	*
HUMANITIES - OTHER	1	17	25000	31518	*	*	*	1	45	25000	25247	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				+	13	+	20583			
HISTORY	+	3	+	25000				1	8	22800	22469	*	*	*
POLITICAL SCIENCE/GOVT	+	16	+	21706				1	42	16120	21986	*	*	*
PSYCHOLOGY	+	21	+	20940				2	53	18250	19655	*	*	*
SOCIOLOGY	+	5	+	27900				+	12	+	23624			
SOCIAL SCIENCES-OTHER	+	4	+	16226				+	16	+	17827			
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	70	31600	30699	*	*	*	2	116	31350	30666	*	*	*
AGRICULTURAL	+	12	+	32006				+	15	+	31205			
ARCHITECTURAL	+	8	+	30590				+	22	+	30174			
BIOENGINEERING & BIOMEDIC	+	4	+	30353				+	6	+	29568			
CHEMICAL	10	438	35185	35336	*	*	*	24	673	35194	35207	36000	35250	34260
CIVIL	6	174	28107	27762	*	*	*	9	410	28182	27645	*	*	*
COMPUTER	6	49	34283	32310	*	*	*	7	84	34643	31899	*	*	*
ELECTRICAL/ELECTRONIC	17	433	33144	32025	*	*	*	55	950	31192	31624	34000	31500	25343

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	2	151	$31110	$31196	*	*	*	26	297	$30752	$30964	$32400	$31410	$27600
MECHANICAL	21	512	31377	32143	$34800	$31500	$26252	55	1045	31264	32082	34800	31800	26000
METALLURGICAL	3	39	33400	31872	*	*	*	4	74	33105	31998	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				2	16	30000	28961	*	*	*
NUCLEAR	+	5	+	31630				4	15	32700	30583	*	*	*
PETROLEUM	+	16	+	36788				+	58	+	36120			
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	1	29	31200	31576	*	*	*	3	102	30833	29934	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	29250				+	21	+	24976			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22924				+	36	+	22649			
ANIMAL SCIENCES	+	5	+	18400				+	16	+	17830			
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				1	4	18000	17925	*	*	*
OTHER AGRICULTURAL SCIENC	+	3	+	30667				+	14	+	25223			
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	134	31425	29217	*	*	*	15	370	27807	29091	*	*	*
COMPUTER PROGRAMMING	2	21	22626	29110	*	*	*	5	30	24256	28531	*	*	*
INFORMATION SCIENCES & SY	4	48	32093	30014	*	*	*	10	149	28777	28615	*	*	*
SYSTEMS ANALYSIS	+	2	+	27250				+	2	+	27250			
HEALTH SCIENCES														
ALLIED HEALTH	6	37	27595	27656	*	*	*	7	48	27339	26526	*	*	*
HEALTH SCIENCES	2	4	29491	24745	*	*	*	6	16	26120	22470	*	*	*
NURSING	+	14	+	27450				+	23	+	26630			
PHARMACY	+	7	+	31677				3	17	38478	33576	*	*	*
SCIENCES														
ACTUARIAL	+	2	+	26000				+	7	+	28986			
ARCHITECTURAL & ENVIRONME	+	7	+	26440				+	11	+	23248			
BIOLOGICAL	+	7	+	20143				+	25	+	21780			
CHEMISTRY	+	24	+	29107				+	42	+	28057			
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				+	9	+	19887			
MATHEMATICS	3	17	31400	26721	*	*	*	5	66	26637	24250	*	*	*
PHYSICS	+	5	+	24400				+	11	+	25547			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	121	3988						379	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	17	552	$27653	$25880	*	*	*	70	1583	$27682	$26417	$33000	$28550	$21500
ACCOUNTING (PRIVATE)	2	187	29550	24615	*	*	*	10	456	23914	25049	*	*	*
COMMERCIAL BANKING (CNSMR	1	21	21500	22257	*	*	*	1	44	21500	21059	*	*	*
COMMERCIAL BANKING (LENDG	1	20	26500	23674	*	*	*	1	60	26500	22844	*	*	*
INVESTMT BANKING (CORP FN	+	7	+	28643				1	15	30800	28151	*	*	*
INVESTMT BANKNG (M & A)	+	4	+	25450				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	3	+	23067				+	6	+	25033			
INVESTMT BANKG (SALES & T	+	3	+	16183				+	4	+	19638			
FINANCIAL/TREASURY ANALYS	3	104	30000	26452	*	*	*	4	184	28454	26306	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	15	+	20160				+	21	+	20333			
UNDERWRITING	+	7	+	22671				+	39	+	22031			
INSURANCE - CLAIMS	1	16	22200	22775	*	*	*	1	40	22200	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	21250				+	11	+	18616			
MEDIA PLANNING	+	3	+	16667				+	9	+	19382			
REPORTING	+	3	+	16167				+	7	+	15923			
PRODUCTION	+	7	+	27094				+	19	+	25762			
PUBLIC RELATIONS	1	12	25000	23167	*	*	*	1	27	25000	20830	*	*	*
WRITING / EDITING	+	12	+	17450				+	22	+	17955			
MARKETING														
ADVERTISING	1	14	21600	19821	*	*	*	1	28	21600	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	2	21	29600	27730	*	*	*	4	56	27240	25173	*	*	*
BUYER/MERCHANDISING	+	20	+	22602				1	97	20000	22647	*	*	*
DISTRIBUTION	+	12	+	31883				1	29	28500	26966	*	*	*
MARKET RESEARCH	1	9	31020	27120	*	*	*	2	15	28890	25856	*	*	*
PURCHASING	1	9	30000	22905	*	*	*	4	20	27525	23423	*	*	*
SALES	3	222	32333	25009	*	*	*	13	549	29774	24670	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	6	+	22383				1	18	17000	20519	*	*	*
FINANC,TAXA, MONETARY POL	+	5	+	18512				+	14	+	21873			
ECONOMIC PROGRAMS	+	10	+	27569				+	11	+	26699			
LAW ENFORCEMENT	+	9	+	26556				+	12	+	25083			
MILITARY	+	6	+	18280				+	39	+	21771			
NATIONAL SECURITY	+	1	+	21000				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	7	+	29371				+	12	+	27554			
DESIGN / CONSTRUCT	5	279	32420	30142	*	*	*	11	613	31496	29990	*	*	*
ENVIRONMENTAL/SANITATION	1	31	20640	29627	*	*	*	1	56	20640	28852	*	*	*
MANUFACTURING/INDUSTRIAL	16	318	32733	32550	*	*	*	46	712	31832	32172	34500	32310	29400
SYSTEMS / PROGRAMMING	1	59	33500	30916	*	*	*	2	132	31650	30841	*	*	*
POWER SYSTEMS	5	61	31806	32242	*	*	*	15	130	32232	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	1	50	43400	31606	*	*	*	8	117	31067	31403	*	*	*
HARDWARE DESIGN & DEVELOP	1	40	34300	32181	*	*	*	2	97	35550	31794	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	129	$32201	$32612	*	*	*	21	265	$29261	$31905	$33800	$26252	$25343
TESTING	+	35	+	31190				4	107	30733	30487	*	*	*
PROCESS ENGINEERING	7	312	35478	35485	*	*	*	22	522	35072	35057	36000	35250	34260
PROJECT ENGINEERING	7	132	31714	32696	*	*	*	28	379	31872	32276	34800	31850	30700
OTHER ENGINEERING	10	375	32610	31952	*	*	*	17	597	32020	31466	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				1	18	27500	21693	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				+	10	+	22371			
NURSES / PERSONAL CARE	+	15	+	26420				+	24	+	25629			
OCCUPATIONAL THERAPY	8	13	28069	26585	*	*	*	11	17	27326	26332	*	*	*
PHARMACIST	+	1	+	29500				3	7	38478	35519	*	*	*
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	+	12	+	22542				1	28	18500	20993	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	7	+	19798				+	14	+	18376			
COUNSELING	+	11	+	17175				+	27	+	16521			
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	20000	17180	*	*	*
SOCIAL WORK	+	7	+	18821				+	19	+	18556			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	117	25084	29092	*	*	*	15	329	25912	28210	*	*	*
INFORMATION SYSTEMS	5	81	32244	27129	*	*	*	8	172	30215	26945	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	70	+	30501				6	172	25792	29793	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	2	5	31800	29490	*	*	*	2	13	31800	29604	*	*	*
AGRICULTURE/NAT'L RESOURC	+	14	+	21390				1	49	18000	20329	*	*	*
ARCHITECTURE	+	1	+	19200				+	6	+	18308			
CONSULTING	4	119	29000	28866	*	*	*	7	221	28000	28183	*	*	*
HUMAN RESRCS /INDUS RELS	+	14	+	23436				3	41	21267	23478	*	*	*
MANAGEMENT TRAINEE	3	179	24633	22968	*	*	*	22	572	22556	21439	27600	22800	17800
MATH/STATISTICIANS	1	1	30500	30600	*	*	*	3	8	23195	23236	*	*	*
PARALEGAL	+	2	+	12150				+	5	+	16460			
RESEARCHERS NON-TECHNICAL	+	3	+	23000				+	6	+	23833			
RESEARCHERS - TECHNICAL	+	15	+	28225				+	23	+	27089			
TEACHING	+	123	+	19500				2	411	24202	19116	*	*	*
TOTALS	121	3988						379	9400					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	56	+	$27929				+	141	+	$29205			
MBA--NON-TECH	1	46	$30100	35990	*	*	*	3	143	$31300	33670	*	*	*
MBA--TECH	+	10	+	37650				+	26	+	36812			
MS-BUSINESS	+	+	+	+				1	16	45000	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	17	+	39450				+	33	+	37349			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	3	8	30000	30613	*	*	*	3	17	30000	30102	*	*	*
MANAGEMENT INFORMATION SY	+	2	+	29500				+	5	+	34080			
MARKETING/MKTNG MGT (RESE	+	3	+	39974				+	6	+	37622			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	28622				+	9	+	26681			
ELEMENTARY EDUCATION	+	11	+	22189				+	23	+	22222			
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	14	+	21471				+	24	+	22129			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	4	+	22315				+	5	+	22535			

continued

MAPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	$33843				+	16	+	$34881			
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	+	28	+	37530				+	38	+	37072			
CIVIL	+	48	+	32433				+	95	+	32076			
COMPUTER	1	11	$43400	34011	*	*	*	1	12	$43400	34457	*	*	*
ELECTRICAL/ELECTRONIC	1	63	40000	36823	*	*	*	4	107	35524	36776	*	*	*
INDUSTRIAL	+	18	+	34653				1	27	35600	35454	*	*	*
MECHANICAL	+	58	+	36586				3	101	34712	36606	*	*	*
METALLURGICAL	+	11	+	36384				+	16	+	36976			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				1	10	30000	37626	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				1	5	24000	25450	*	*	*
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	+	6	+	32988				2	10	33250	31893	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	23	43400	36331	*	*	*	2	59	43400	36959	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				1	13	34800	32090	*	*	*
MATHEMATICS (INCL ACTUARI	+	3	+	22395				+	11	+	29630			
PHYSICS	+	2	+	29960				+	5	+	29934			
POLYMER	+	+	+	+				2	2	34980	34980	*	*	*
TOTALS	8	493						25	1024					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	25	+	$43996			
MBA--TECH	+	8	+	56875			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	24	+	45022			
MBA--TECH	+	31	+	50912			
OVER 4 YEARS							
MBA--NON-TECH	+	26	+	39612			
MBA--TECH	+	10	+	50670			
TOTALS	+	124					

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	63	+	$41681			
MBA--TECH	+	12	+	51917			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	60	+	44642			
MBA--TECH	+	41	+	50948			
OVER 4 YEARS							
MBA--NON-TECH	+	69	+	45272			
MBA--TECH	+	17	+	56747			
TOTALS	+	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				+	10	+	43870			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	16	+	51968				+	25	+	50700			
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	6	+	57167				+	11	+	55900			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	[illegible]	+	47627				+	7	+	47019			
METALLURGICAL	+	[illegible]	+	49550				1	6	$51120	50553	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	30	+	46812				+	38	+	45307			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				+	3	+	34667			
PHYSICS	+	1	+	42000				+	7	+	41340			
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	+	68						1	126					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27643 70 37400/21500						28800 1	32000 2	
BUSINESS ADMIN (INCL MGMT				26500 1		21400 2			
ECONOM & FINANCE (BANKING	28375 4			21500 1					
CIVIL								26000 2	
COMPUTER						43400 1			
ELECTRICAL/ELECTRONIC						34500 2			
MECHANICAL								26000 2	
ENGINEERING TECHNOLOGY							29800 1		
COMPUTER SCIENCE				25900 1		29420 5			
COMPUTER PROGRAMMING							19000 1		
INFORMATION SCIENCES & SY						28100 5	31020 1		
MATHEMATICS								33300 1	

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25000 1					30000 1			
BUSINESS ADMIN (INCL MGMT				20000 1		20433 3			
ECONOM & FINANCE (BANKING	30000 2			24000 1		24900 2			
MARKETING/MARK MGMT (RESR	23000 1			25000 1		21713 3			
COMMUNICATIONS				22200 1					
TEXTILES & CLOTHING						20000 1			
MERCHANDISING MANAGEMENT						14490 2			
VISUAL & PERFORMING ARTS						14500 1			
HISTORY						22800 1			
POLITICAL SCIENCE/GOVT		16120 1							
PSYCHOLOGY						18000 1			
INDUSTRIAL						24700 2			
COMPUTER SCIENCE	26004 1								
PHARMACY						41600 1			
MATHEMATICS				30300 1					

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BUSINESS ADMIN (INCL MGMT						17000 1			
ECONOM & FINANCE (BANKING			20004 1						
ELEMENTARY EDUCATION					24202 2				
PSYCHOLOGY								18500 1	
CIVIL							20640 1		
ELECTRICAL/ELECTRONIC		35800 3	29910 1	32285 12	25343 3	26127 9			
INDUSTRIAL			27600 2	31700 1					
MECHANICAL				31728 2		25525 5			
COMPUTER SCIENCE		30000 1				23716 3			
COMPUTER PROGRAMMING					25570 4				
INFORMATION SCIENCES & SY				27600 1					
ALLIED HEALTH					28631 1			27148 5	
HEALTH SCIENCES					26237 1			33000 1	25827 3
PHARMACY								36917 2	
MATHEMATICS						19493 2			

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28413 3
BUSINESS ADMIN (INCL MGMT									26829 7
DISTRIBUTION MANAGEMENT									28500 1
MARKETING/MARK MGMT (RESR							29736 1		27173 3
AEROSPACE & AERONAUTICAL					31600 1				
CHEMICAL									35259 23 36600/34500
CIVIL								30167 6	
ELECTRICAL/ELECTRONIC									34000 2
INDUSTRIAL								31500 2	33020 4
MECHANICAL							32550 2	29820 1	32040 5
METALLURGICAL							33600 1		
COMPUTER SCIENCE									31425 2
INFORMATION SCIENCES & SY									32850 1
ALLIED HEALTH			27000 1						
HEALTH SCIENCES				20000 1					

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING					24900 1				28500 1
BUSINESS ADMIN (INCL MGMT		25800 2	26400 1						
ECONOM & FINANCE (BANKING	23816 1								
MANAGEMENT INFO SYSTEMS					25800 1				
MARKETING/MARK MGMT (RESR		22000 1							
AEROSPACE & AERONAUTICAL		31100 1							
CHEMICAL								33700 1	
COMPUTER		34025 4						31500 2	
ELECTRICAL/ELECTRONIC	32136 1	32286 14		32910 2	31400 3			33000 1	34000 1
INDUSTRIAL		31135 11			32400 1			31200 1	
MECHANICAL		30932 14	31500 2		31200 8		34175 4	34880 5	
METALLURGICAL					32940 3				
MINING (INCL GEOLOGICAL)						28500 1			
NUCLEAR		33120 1			32560 3				
ENGINEERING TECHNOLOGY		31500 1							
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE	28008 1	26100 1							
INFORMATION SCIENCES & SY		30000 1			25800 1				
MATHEMATICS	30600 1								

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							14000 1
MARKETING/MARK MGMT (RESR			21600 1				
HUMANITIES - OTHER							25000 1
ELECTRICAL/ELECTRONIC						31500 1	
INDUSTRIAL							31050 2
MECHANICAL		33200 3				32490 2	
MINING (INCL GEOLOGICAL)							31500 1
ENGINEERING TECHNOLOGY						31200 1	

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27683 74 37400/22000			24000 2		21400 2	28800 1	32000 2	
BACHELOR - TECHNICAL				25900 1		30769 13	26607 3	27460 5	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27250 4	16120 1		22800 4		20701 15			
BACHELOR - TECHNICAL	26004 1			30300 1		30333 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			20004 1		24202 2	17000 1		18500 1	
BACHELOR - TECHNICAL		34350 4	28370 3	31886 16	25909 9	24890 19	20640 1	30322 8	25827 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL							29736 1		27361 14
BACHELOR - TECHNICAL			27000 1	20000 1	31600 1		32900 3	30424 9	34242 37 36600/32500

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	23816 1	24533 3	26400 1		25350 2				28500 1
BACHELOR - TECHNICAL	30248 3	31572 48 40000/29400	31500 2	32910 2	31500 19	28500 1	34175 4	32118 11	34000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL			21600 1				19500 2
BACHELOR - TECHNICAL		33200 3				31920 4	31200 3

AVERAGE SALARY OFFERS MARCH 19[illegible] MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27653 69 37400/21500	25520 7							30000 1
BUSINESS ADMIN (INCL MGMT				26500 1					
ECONOM & FINANCE (BANKING	29700 1	24000 1	21500 1		30800 1				27939 3
MARKETING/MARK MGMT (RESR		22000 1							
VISUAL & PERFORMING ARTS		14500 1							

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
COMMUNICATIONS			22200 1						
HUMANITIES - OTHER								25000 1	

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT						25800 2	33000 2	17000 1	
DISTRIBUTION MANAGEMENT				28500 1					
ECONOM & FINANCE (BANKING							20004 1		
MARKETING/MARK MGMT (RESR	21600 1	25920 3			26760 1		27079 3		
TEXTILES & CLOTHING			20000 1						
ELECTRICAL/ELECTRONIC							31750 2		
INDUSTRIAL					31020 1	28500 1	31264 5		
MECHANICAL						30000 1			
ENGINEERING TECHNOLOGY		31200 1							

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL							31100 1		
CHEMICAL									34500 4
CIVIL							30200 5	20640 1	
ELECTRICAL/ELECTRONIC							35500 1		31342 9
INDUSTRIAL							31500 1		30882 12
MECHANICAL							31200 1		31990 19
METALLURGICAL							33600 1		32910 2
NUCLEAR							32560 1		

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL									31600 1
CHEMICAL							35333 20 36600/34620		
CIVIL								30000 1	25000 1
COMPUTER	33500 1		43400 1	35550 2				31500 1	31500 2
ELECTRICAL/ELECTRONIC		32285 12	27382 4		29057 10	32812 1		30746 9	34373 6
INDUSTRIAL					31680 1		31560 1	32000 1	31200 1
MECHANICAL		31470 2			29222 10	29310 2	33360 1	32649 14	31432 3
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)									30000 2
NUCLEAR		33120 1						32560 2	
ENGINEERING TECHNOLOGY	29800 1					31500 1			
COMPUTER SCIENCE			31869 3						

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PSYCHOLOGY									18500 1
ALLIED HEALTH					27339 7				
HEALTH SCIENCES	27500 1				27305 4				
PHARMACY						38478 3			

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						28800 1			
MANAGEMENT INFO SYSTEMS						25800 1			
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					27120 5	29375 2	25431 5		
COMPUTER PROGRAMMING					24256 5				
INFORMATION SCIENCES & SY					26360 5	32093 4	27600 1		
HEALTH SCIENCES			20000 1						
MATHEMATICS								31800 2	

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		30333 3							
BUSINESS ADMIN (INCL MGMT			21267 3	23167 9					
ECONOM & FINANCE (BANKING		26500 2		24900 2					
MARKETING/MARK MGMT (RESR				19320 2					
ELEMENTARY EDUCATION									24202 2
MERCHANDISING MANAGEMENT				14490 2					
HISTORY				22800 1					
POLITICAL SCIENCE/GOVT				16120 1					
PSYCHOLOGY				18000 1					
CIVIL				27000 1					
ELECTRICAL/ELECTRONIC				31200 1					
INDUSTRIAL				27600 2					
MECHANICAL		26000 2							
MATHEMATICS					23195 3				

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27682 70 37400/21500	23914 10	21500 1	26500 1	30800 1				28454 4
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL			22200 1					25000 1	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21600 1	25920 3	20000 1	28500 1	26760 1	25800 2	27873 6	17000 1	
BACHELOR - TECHNICAL		31200 1			31020 1	29250 2	31403 7		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL							31496 11	20640 1	31832 46 35500/29400

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	31650 2	32232 15	31067 8	35550 2	29261 21 36800/25343	30733 4	35072 22 36600/34260	31872 28 35400/30700	32020 17

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL									18500 1
BACHELOR - TECHNICAL	27500 1				27326 11	38478 3			

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL						27300 2			
BACHELOR - TECHNICAL			20000 1		25912 15	31187 6	25792 6	31800 2	18000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28800 5	21267 3	21269 18					24202 2
BACHELOR - TECHNICAL		26000 2		28350 4	23195 3				

AVERAGE SALARY OFFERS MARCH 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH								36800 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	27000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						30100 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 9, 1990 through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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MAPA REGIONAL Report No. 3 APRIL 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	35	369	$28145	$25882	$32000	$28000	$25200	116	2290	$27772	$26141	$32000	$28250	$22000
BUSINESS ADMIN (INCL MGMT	8	105	25111	23741	*	*	*	26	508	24396	22730	28200	24000	20300
DISTRIBUTION MANAGEMENT	+	6	+	26116				1	34	28500	25285	*	*	*
ECONOM & FINANCE (BANKING	24	155	26440	24892	30000	27250	22568	36	598	26311	24324	30000	26500	22500
HOTEL/RESTAURANT MGMT.	+	+	+	+				+	31	+	20005			
HUMAN RSRCS (incl LABOR R	+	4	+	19625				+	54	+	23817			
MANAGEMENT INFO SYSTEMS	+	72	+	28023				1	229	25800	27252	*	*	*
MARKETING/MARK MGMT (RESR	+	136	+	22648				11	623	24363	22720	*	*	*
REAL ESTATE	+	+	+	+				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	4	+	17625				+	24	+	18049			
COMMUNICATIONS	2	13	23700	20859	*	*	*	3	115	23200	20182	*	*	*
JOURNALISM	+	8	+	18000				+	44	+	17500			
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	45	+	19655				2	276	24202	19162	*	*	*
PRE-ELEMENTARY EDUCATION	+	1	+	19050				+	23	+	16783			
PHYSICAL EDUCATION	+	8	+	19562				+	31	+	19439			
SPECIAL EDUCATION	+	7	+	19934				+	57	+	19926			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				+	37	+	18932			
TEXTILES & CLOTHING	+	+	+	+				1	30	20000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				2	28	14490	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	23461				+	10	+	21646			
LETTERS (incl English, Li	+	7	+	20471				+	58	+	19222			
VISUAL & PERFORMING ARTS	+	16	+	19464				1	50	14500	19057	*	*	*
HUMANITIES - OTHER	+	2	+	22500				1	46	25000	24915	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	21000				+	15	+	20639			
HISTORY	+	4	+	18704				1	12	22800	21214	*	*	*
POLITICAL SCIENCE/GOVT	+	21	+	24650				1	61	16120	22269	*	*	*
PSYCHOLOGY	+	17	+	21864				2	68	18250	20077	*	*	*
SOCIOLOGY	1	9	19495	19144	*	*	*	1	20	19495	21689	*	*	*
SOCIAL SCIENCES-OTHER	1	11	30000	21136	*	*	*	1	26	30000	19028	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	34	+	29977				2	150	31350	30510	*	*	*
AGRICULTURAL	+	14	+	28327				+	29	+	29815			
ARCHITECTURAL	+	7	+	30700				+	29	+	30301			
BIOENGINEERING & BIOMEDIC	+	14	+	31344				+	20	+	30812			
CHEMICAL	41	254	35336	35179	36492	35500	34620	65	924	35283	35197	36492	35500	34200
CIVIL	3	98	28498	27713	*	*	*	12	508	28261	27658	*	*	*
COMPUTER	1	68	21300	30727	*	*	*	8	148	32975	31307	*	*	*
ELECTRICAL/ELECTRONIC	38	265	32083	31830	34080	32055	30000	93	1197	31556	31672	34080	31800	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	11	92	$31071	$30491	*	*	*	37	388	$30847	$30850	$33000	$31500	$27600
MECHANICAL	40	259	32797	32719	$35004	$33000	$30480	95	1296	31910	32212	35000	32208	27256
METALLURGICAL	1	12	33600	33727	*	*	*	5	86	33204	32239	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				2	16	30000	28961	*	*	*
NUCLEAR	1	1	32220	32220	*	*	*	5	16	32604	30685	*	*	*
PETROLEUM	+	28	+	34011				+	86	+	35434			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	3	61	27280	28311	*	*	*	6	162	29057	29315	*	*	*
INDUSTRIAL TECHNOLOGY	+	4	+	29960				+	25	+	25774			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	30	+	21852				+	65	+	22199			
ANIMAL SCIENCES	+	4	+	17517				+	20	+	17768			
PLANT SCIENCES	+	18	+	21831				+	23	+	21694			
NATURAL RESOURCES	+	1	+	20700				1	5	18000	18480	*	*	*
OTHER AGRICULTURAL SCIENC	+	13	+	22622				+	27	+	23971			
COMPUTER SCIENCE														
COMPUTER SCIENCE	25	120	30284	30303	33180	30096	27500	40	463	29355	29402	33300	29889	25992
COMPUTER PROGRAMMING	2	4	30150	28275	*	*	*	7	34	25940	28501	*	*	*
INFORMATION SCIENCES & SY	16	44	29900	27822	*	*	*	26	180	29468	28432	33600	28000	26500
SYSTEMS ANALYSIS	1	1	28980	28980	*	*	*	1	3	28980	27827	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				7	48	27339	26526	*	*	*
HEALTH SCIENCES	+	5	+	15000				6	21	26120	20691	*	*	*
NURSING	+	1	+	23000				+	23	+	26630			
PHARMACY	+	3	+	35000				3	20	38478	33790	*	*	*
SCIENCES														
ACTUARIAL	+	20	+	20411				+	27	+	22634			
ARCHITECTURAL & ENVIRONME	+	43	+	25533				+	54	+	25068			
BIOLOGICAL	+	6	+	20956				+	30	+	21286			
CHEMISTRY	1	24	34200	30198	*	*	*	1	65	34200	28809	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	9	+	25893				+	18	+	22890			
MATHEMATICS	4	47	23059	27741	*	*	*	9	107	25047	25600	*	*	*
PHYSICS	+	3	+	30465				+	13	+	26262			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	259	2636						638	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	30	282	$28407	$26278	$32000	$28300	$25200	100	1796	$27899	$26398	$33000	$28550	$22000
ACCOUNTING (PRIVATE)	2	82	26940	24496	*	*	*	12	505	24418	24960	*	*	*
COMMERCIAL BANKING (CNSMR	1	34	24500	20038	*	*	*	2	77	23000	20642	*	*	*
COMMERCIAL BANKING (LENDG	2	11	27500	22436	*	*	*	3	69	27167	22775	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	29733				1	18	30800	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	4	+	23997				+	10	+	24619			
INVESTMT BANKG (SALES & T	+	7	+	19500				+	11	+	19550			
FINANCIAL/TREASURY ANALYS	4	44	25775	26584	*	*	*	8	224	27115	26424	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	4	+	22125				+	25	+	20620			
UNDERWRITING	+	5	+	21800				+	43	+	22005			
INSURANCE - CLAIMS	2	13	22100	22723	*	*	*	3	52	22133	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18177				+	15	+	18778			
MEDIA PLANNING	+	+	+	+				+	9	+	19382			
REPORTING	+	3	+	15076				+	10	+	15669			
PRODUCTION	+	2	+	12700				+	20	+	24974			
PUBLIC RELATIONS	+	8	+	21417				1	35	25000	20964	*	*	*
WRITING / EDITING	+	6	+	18333				+	28	+	18036			
MARKETING														
ADVERTISING	+	8	+	21313				1	32	21600	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	2	34	26050	26252	*	*	*	6	89	26843	25626	*	*	*
BUYER/MERCHANDISING	+	26	+	24742				1	122	20000	22869	*	*	*
DISTRIBUTION	+	13	+	25941				1	42	28500	26649	*	*	*
MARKET RESEARCH	1	17	22800	24052	*	*	*	3	32	26860	24897	*	*	*
PURCHASING	1	9	27000	24722	*	*	*	5	28	27420	24034	*	*	*
SALES	10	143	27817	24623	*	*	*	23	677	28923	24676	33000	31000	24600
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	4	+	20257				1	21	17000	20551	*	*	*
FINANC,TAXA, MONETARY POL	+	10	+	25090				+	24	+	23214			
ECONOMIC PROGRAMS	+	+	+	+				+	11	+	26699			
LAW ENFORCEMENT	+	2	+	21000				+	14	+	24500			
MILITARY	+	33	+	21710				+	71	+	21683			
NATIONAL SECURITY	+	+	+	+				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	2	+	24000				+	3	+	25167			
ENGINEERING														
BIOENGINEERING	+	6	+	33548				+	18	+	29552			
DESIGN / CONSTRUCT	3	104	34399	29946	*	*	*	14	715	32118	29975	*	*	*
ENVIRONMENTAL/SANITATION	3	16	30407	26489	*	*	*	4	72	27965	28327	*	*	*
MANUFACTURING/INDUSTRIAL	28	183	32627	32212	35040	32520	30780	74	886	32133	32180	34500	32400	30000
SYSTEMS / PROGRAMMING	1	36	32500	31845	*	*	*	3	165	31933	31019	*	*	*
POWER SYSTEMS	13	50	32652	32249	*	*	*	28	178	32427	31902	33696	33150	30400
SOFTWARE DESIGN & DEVELOP	+	29	+	31713				8	146	31067	31465	*	*	*
HARDWARE DESIGN & DEVELOP	3	24	29433	31530	*	*	*	5	120	31880	31844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	20	77	$33132	$32894	$36492	$32520	$31290	41	334	$31149	$32089	$35500	$31540	$25343
TESTING	1	21	34560	30940	*	*	*	5	126	31498	30554	*	*	*
PROCESS ENGINEERING	31	207	35585	34990	36600	35500	35000	53	726	35372	35034	36492	35500	34260
PROJECT ENGINEERING	12	90	32983	32940	*	*	*	40	469	32205	32403	35004	32070	30000
OTHER ENGINEERING	22	297	30470	31137	34080	31450	26252	39	889	31145	31356	34080	31500	26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	2	27500	27500	*	*	*	3	20	27500	22273	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				+	10	+	22371			
NURSES / PERSONAL CARE	+	3	+	32667				+	26	+	26542			
OCCUPATIONAL THERAPY	+	2	+	23000				11	18	27326	25980	*	*	*
PHARMACIST	+	3	+	35000				3	10	38478	35363	*	*	*
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	+	3	+	28427				+	6	+	23297			
OTHER HEALTH RELATED	+	9	+	18963				1	37	18500	20500	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				+	14	+	18376			
COUNSELING	+	3	+	18667				+	29	+	16588			
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	20000	17180	*	*	*
SOCIAL WORK	+	3	+	21733				+	20	+	18479			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	12	151	28765	29059	*	*	*	27	449	27180	28527	30500	26500	25343
INFORMATION SYSTEMS	7	46	31040	29419	*	*	*	15	214	30600	27506	*	*	*
SYSTEMS ANALYSIS & DESIGN	19	64	29701	29054	*	*	*	25	230	28763	29539	32850	28000	26004
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	9	28000	29101	*	*	*	3	22	30533	29398	*	*	*
AGRICULTURE/NAT'L RESOURC	+	32	+	20704				1	81	18000	20477	*	*	*
ARCHITECTURE	+	8	+	24851				+	14	+	22047			
CONSULTING	13	97	29192	28645	*	*	*	20	297	28775	28318	32000	28500	26500
HUMAN RESRCS /INDUS RELS	+	7	+	22770				3	46	21267	23113	*	*	*
MANAGEMENT TRAINEE	10	138	25848	22488	*	*	*	32	706	23585	21616	28000	23750	18000
MATH/STATISTICIANS	3	3	21412	21412	*	*	*	6	11	22304	22739	*	*	*
PARALEGAL	+	3	+	16813				+	8	+	16593			
RESEARCHERS NON-TECHNICAL	+	17	+	21620				+	21	+	21978			
RESEARCHERS - TECHNICAL	+	8	+	31091				+	29	+	27939			
TEACHING	+	67	+	19656				2	472	24202	19158	*	*	*
TOTALS	259	2636						638	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	8	+	$27438				+	144	+	$29141			
MBA--NON-TECH	2	76	$39500	37423	*	*	*	5	193	$34580	35305	*	*	*
MBA--TECH	+	31	+	39125				+	55	+	38132			
MS-BUSINESS	+	3	+	31933				1	19	45000	33679	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	33	+	37349			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	1	5	27600	27823	*	*	*	4	18	29400	29963	*	*	*
MANAGEMENT INFORMATION SY	+	7	+	32933				+	12	+	33411			
MARKETING/MKTNG MGT (RESE	+	2	+	32250				+	8	+	36279			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	26681			
ELEMENTARY EDUCATION	+	2	+	19500				+	24	+	22337			
PHYSICAL EDUCATION	+	4	+	36024				+	5	+	33719			
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	+	5	+	24800				+	25	+	22244			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	18000				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	6	+	29698				+	26	+	24731			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

MAPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	$34940				+	18	+	$34887			
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	1	10	$39600	36450	*	*	*	1	48	$39600	36943	*	*	*
CIVIL	+	7	+	31711				+	102	+	32051			
COMPUTER	1	8	40500	34952	*	*	*	2	20	41950	34655	*	*	*
ELECTRICAL/ELECTRONIC	1	33	40500	37195	*	*	*	5	139	36519	36870	*	*	*
INDUSTRIAL	+	14	+	35163				1	41	35600	35355	*	*	*
MECHANICAL	6	27	37263	37032	*	*	*	9	124	36413	36840	*	*	*
METALLURGICAL	+	4	+	37973				+	20	+	37176			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	5	+	34834				+	6	+	33829			
PETROLEUM	+	14	+	38749				1	24	30000	38281	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				1	5	24000	25450	*	*	*
HEALTH SCIENCES	+	5	+	17403				+	7	+	18374			
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	3	+	25932				+	3	+	25932			
BIOLOGICAL	+	4	+	33861				+	6	+	29441			
CHEMISTRY	+	2	+	28880				2	11	33250	31972	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	7	33660	36803	*	*	*	4	62	38530	36881	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	18	+	35038				1	31	34800	33802	*	*	*
MATHEMATICS (INCL ACTUARI	1	1	37000	37000	*	*	*	1	12	37000	30244	*	*	*
PHYSICS	1	4	24705	29624	*	*	*	1	9	24705	29796	*	*	*
POLYMER	+	+	+	+				2	2	34980	34980	*	*	*
TOTALS	16	324						41	1287					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	86	+	$47587				+	145	+	$45254			
MBA--TECH	+	34	+	50493				+	45	+	50884			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	121	+	50763				+	174	+	48973			
MBA--TECH	+	70	+	52695				+	108	+	52227			
OVER 4 YEARS														
MBA--NON-TECH	+	64	+	52656				+	118	+	47905			
MBA--TECH	+	40	+	57468				+	53	+	56744			
TOTALS	+	415						+	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	1	+	$42000				+	2	+	50000			
ECONOMICS	+	1	+	42096				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	8	+	47181				+	14	+	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	1	$29040	29040	*	*	*	1	1	$29040	29040	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	5	+	33400				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	2	+	47496				+	3	+	48331			
CHEMICAL	+	15	+	51801				+	40	+	51113			
CIVIL	+	2	+	48492				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	11	+	49361				+	21	+	53232			
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	+	3	+	49328				+	10	+	47712			
METALLURGICAL	+	3	+	48800				1	9	51120	49969	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	38698				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	11	42000	42695	*	*	*	1	47	42000	44900	*	*	*
GEOLOGICAL SCIENCES	1	7	48900	35937	*	*	*	1	7	48900	35937	*	*	*
MATHEMATICS	+	1	+	35000				+	4	+	34750			
PHYSICS	+	5	+	40718				+	9	+	41385			
POLYMER	+	3	+	48000				+	4	+	47250			
TOTALS	3	86						4	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27974 98 37500/22000						28800 1	30333 3	
BUSINESS ADMIN (INCL MGMT				29250 2		21400 2			
ECONOM & FINANCE (BANKING	28000 5			24700 5				29083 6	
CIVIL								26000 2	30000 1
COMPUTER						43400 1			
ELECTRICAL/ELECTRONIC						34167 3		30000 1	
INDUSTRIAL								33800 1	31000 1
MECHANICAL						33000 2		26000 2	
ENGINEERING TECHNOLOGY							29800 1		18000 1
COMPUTER SCIENCE				25946 2		29420 5	30400 5	30167 3	
COMPUTER PROGRAMMING							19000 1		
INFORMATION SCIENCES & SY						30864 11	29007 3		
SYSTEMS ANALYSIS							28980 1		
MATHEMATICS							28000 1	33300 1	

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	26750	2						28500	2				
BUSINESS ADMIN (INCL MGMT					21172	4		20433	3				
ECONOM & FINANCE (BANKING	28142	4			24700	3		26600	3				
MARKETING/MARK MGMT (RESR	23000	1			25000	1		21713	3				
COMMUNICATIONS					22200	1						22800	1
TEXTILES & CLOTHING								20000	1				
MERCHANDISING MANAGEMENT								14490	2				
VISUAL & PERFORMING ARTS								14500	1				
HISTORY								22800	1				
POLITICAL SCIENCE/GOVT			16120	1									
PSYCHOLOGY								18000	1				
SOCIOLOGY								19495	1				
INDUSTRIAL								24700	2				
COMPUTER SCIENCE	26004	1											
PHARMACY								41600	1				
MATHEMATICS					30300	1							

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						18300 1			
BUSINESS ADMIN (INCL MGMT						17000 1			
ECONOM & FINANCE (BANKING			22302 2						
ELEMENTARY EDUCATION					24202 2				
PSYCHOLOGY								18500 1	
CIVIL				31700 1			22218 2		
ELECTRICAL/ELECTRONIC		35800 3	29910 1	32267 21 33696/30480	25343 3	26490 11			
INDUSTRIAL			27600 2	31700 1		21312 1			
MECHANICAL		32000 2		32861 7		26519 6			
COMPUTER SCIENCE		31900 2	27900 1			25572 6			
COMPUTER PROGRAMMING					25570 4				
INFORMATION SCIENCES & SY			22608 1	27798 2					
ALLIED HEALTH					28631 1			27148 5	
HEALTH SCIENCES					26237 1			33000 1	25827 3
PHARMACY								36917 2	
MATHEMATICS						20644 5			

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28413 3
BUSINESS ADMIN (INCL MGMT									26829 7
DISTRIBUTION MANAGEMENT									28500 1
MARKETING/MARK MGMT (RESR							29736 1		27173 3
AEROSPACE & AERONAUTICAL					31600 1				
CHEMICAL							28992 1		35458 55 38500/34500
CIVIL								30167 6	
ELECTRICAL/ELECTRONIC							29625 2		34000 2
INDUSTRIAL								32200 3	33020 4
MECHANICAL							33285 4	29605 3	33162 8
METALLURGICAL							33600 1		
COMPUTER SCIENCE					30096 1				31983 6
INFORMATION SCIENCES & SY								26400 1	33225 2
ALLIED HEALTH			27000 1						
HEALTH SCIENCES				20000 1					
CHEMISTRY									34200 1

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING				27500 2	24390 2				28500 1
BUSINESS ADMIN (INCL MGMT		26100 4	26400 2		25000 1				
ECONOM & FINANCE (BANKING	27508 2	25250 2	19000 2						26400 1
MANAGEMENT INFO SYSTEMS					25800 1				
MARKETING/MARK MGMT (RESR		22000 1							
COMMUNICATIONS			24600 1						
AEROSPACE & AERONAUTICAL		31100 1							
CHEMICAL		33270 2		35400 1				34202 2	36167 3
COMPUTER		31480 5						31500 2	
ELECTRICAL/ELECTRONIC	32136 1	32358 32 40000/31200		32910 2	31800 5			33000 1	34000 1
INDUSTRIAL		31296 15	32552 2		31200 2			31200 1	
MECHANICAL		31620 26 35100/30700	31500 2		31187 14		34175 4	34880 5	36467 3
METALLURGICAL					33105 4				
MINING (INCL GEOLOGICAL)						28500 1			
NUCLEAR		32670 2			32560 3				
ENGINEERING TECHNOLOGY		32670 2			30000 1				
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE	31396 3	29300 4			28200 1				
COMPUTER PROGRAMMING		29400 1							
INFORMATION SCIENCES & SY	27600 1	29400 2			27400 3				
MATHEMATICS	30600 1								

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							14000 1
ECONOM & FINANCE (BANKING							28200 1
MARKETING/MARK MGMT (RESR			21600 1				
HUMANITIES - OTHER							25000 1
SOCIAL SCIENCES-OTHER							30000 1
CHEMICAL		35400 1					
ELECTRICAL/ELECTRONIC			34600 2			32000 2	
INDUSTRIAL							31050 2
MECHANICAL		33200 3	33200 1		33000 1	32490 2	
MINING (INCL GEOLOGICAL)							31500 1
ENGINEERING TECHNOLOGY						31200 1	
COMPUTER PROGRAMMING		30900 1					

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27975 103 37500/22200			26000 7		21400 2	28800 1	29500 9	
BACHELOR - TECHNICAL				25946 2		31750 22 43400/26500	28733 12	29160 10	26333 3

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27010 7	16120 1		22888 9		21501 18			22800 1
BACHELOR - TECHNICAL	26004 1			30300 1		30333 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			22302 2		24202 2	17650 2		18500 1	
BACHELOR - TECHNICAL		33600 7	27124 5	32082 32 35000/30400	25909 9	25120 29 31490/20195	22218 2	30322 8	25827 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL							29736 1		27361 14
BACHELOR - TECHNICAL			27000 1	20000 1	30848 2		31873 8	30217 13	34719 78 38500/32850

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27508 2	25271 7	23080 5	27500 2	24895 4				27450 2
BACHELOR - TECHNICAL	30754 6	31719 92 40000/30000	32026 4	33740 3	31167 33 34500/28800	28500 1	34175 4	32334 12	35986 7

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL			21600 1				24300 4
BACHELOR - TECHNICAL		33180 5	34133 3		33000 1	32036 5	31200 3

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27881 99 37500/22000	25315 8							30000 1
BUSINESS ADMIN (INCL MGMT				29250 2					
ECONOM & FINANCE (BANKING	29700 1	27000 2	23000 2	23000 1	30800 1				26702 7
MARKETING/MARK MGMT (RESR		22000 1							
VISUAL & PERFORMING ARTS		14500 1							

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			22100 1						
ECONOM & FINANCE (BANKING			22100 1						
COMMUNICATIONS			22200 1						
HUMANITIES - OTHER								25000 1	

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		22100 1				26200 3	30800 3	17000 1	
DISTRIBUTION MANAGEMENT				28500 1					
ECONOM & FINANCE (BANKING		30000 1					21443 4		
MARKETING/MARK MGMT (RESR	21600 1	25920 3			26760 1		27079 3		
COMMUNICATIONS					22800 1		24600 1		
TEXTILES & CLOTHING			20000 1						
SOCIAL SCIENCES-OTHER							30000 1		
ELECTRICAL/ELECTRONIC							31500 3		
INDUSTRIAL					31020 1	28500 1	31264 5		
MECHANICAL						30000 1	33200 1		
ENGINEERING TECHNOLOGY		31200 1							
COMPUTER SCIENCE							33000 1		
CHEMISTRY							34200 1		

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL							31100 1		
CHEMICAL									34207 8
CIVIL							30200 5	25320 2	
ELECTRICAL/ELECTRONIC							34900 3		31671 14
INDUSTRIAL							31500 1		31347 18
MECHANICAL							32598 2	29000 1	32158 31 35400/30000
METALLURGICAL							33600 1		32910 2
NUCLEAR							32560 1	32220 1	
ENGINEERING TECHNOLOGY									33840 1

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL									31600 1
CHEMICAL					35257 3		35452 50 38496/34620	34968 3	36492 1
CIVIL								26898 2	28350 2
COMPUTER	33500 1		43400 1	30800 3				31500 1	31500 2
ELECTRICAL/ELECTRONIC	32500 1	32267 21 33696/30480	27382 4		30268 18	32812 1		30810 12	33138 14
INDUSTRIAL					32740 2		31560 1	32000 1	28629 4
MECHANICAL		32872 6			30913 17	31060 3	35280 2	33220 19	30426 9
METALLURGICAL									33300 2
MINING (INCL GEOLOGICAL)									30000 2
NUCLEAR		33120 1						32560 2	
ENGINEERING TECHNOLOGY	29800 1					31500 1			24000 2
COMPUTER SCIENCE			31869 3						
INFORMATION SCIENCES & SY				33500 2	35500 1				

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	27500 2								
PSYCHOLOGY									18500 1
ALLIED HEALTH					27339 7				
HEALTH SCIENCES	27500 1				27305 4				
PHARMACY						38478 3			

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						28800 1			
ECONOM & FINANCE (BANKING								28000 1	
MANAGEMENT INFO SYSTEMS						25800 1			
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					28678 15	29750 3	29045 15		
COMPUTER PROGRAMMING					24256 5	30150 2			
INFORMATION SCIENCES & SY					26058 7	32267 7	28377 9		
SYSTEMS ANALYSIS						28980 1			
HEALTH SCIENCES			20000 1						
MATHEMATICS							28000 1	31800 2	

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29500 4		27000 1					
BUSINESS ADMIN (INCL MGMT			21267 3	23316 12					
ECONOM & FINANCE (BANKING		28222 9		26150 6					
MARKETING/MARK MGMT (RESR				19320 2					
ELEMENTARY EDUCATION									24202 2
MERCHANDISING MANAGEMENT				14490 2					
HISTORY				22800 1					
POLITICAL SCIENCE/GOVT				16120 1					
PSYCHOLOGY				18000 1					
SOCIOLOGY				19495 1					
CIVIL				27000 1					
ELECTRICAL/ELECTRONIC		30000 1		31200 1					
INDUSTRIAL		31000 1		27600 2					
MECHANICAL		26000 2		33600 1					
COMPUTER SCIENCE		30167 3							
MATHEMATICS					22304 6				

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27899 100 37500/22000	24418 12	23000 2	27167 3	30800 1				27115 8
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL			22133 3					25000 1	
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21600 1	25972 5	20000 1	28500 1	24780 2	26200 3	26167 12	17000 1	
BACHELOR - TECHNICAL		31200 1			31020 1	29250 2	31929 11		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL							32118 14	27965 4	32133 74 35760/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	31933 3	32427 28 35000/30400	31067 8	31880 5	31149 41 38500/25343	31498 5	35372 53 38496/34260	32205 40 37200/30000	31145 39 40000/26252

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	27500 2								18500 1
BACHELOR - TECHNICAL	27500 1				27326 11	38478 3			

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL						27300 2		28000 1	
BACHELOR - TECHNICAL			20000 1		27180 27 33800/25343	31108 13	28763 25 36000/26004	31800 2	18000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28615 13	21267 3	22508 27 30000/17800					24202 2
BACHELOR - TECHNICAL		29071 7		29400 5	22304 6				

AVERAGE SALARY OFFERS APRIL 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH								36800 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	27000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						30100 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									39500 2
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990 through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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MAPA REGIONAL Report No. 4 MAY 1990

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	140	383	$28698	$28043	$33000	$28000	$25800	256	2673	$28278	$26414	$32000	$28000	$25000
BUSINESS ADMIN (INCL MGMT	24	75	26899	23955	30000	25980	22800	50	583	25597	22888	30500	25200	20300
DISTRIBUTION MANAGEMENT	5	13	27732	27205	*	*	*	6	47	27860	25816	*	*	*
ECONOM & FINANCE (BANKING	36	170	26700	25676	30500	27250	23000	72	768	26505	24623	30500	26750	22568
HOTEL/RESTAURANT MGMT.	1	1	19000	19000	*	*	*	1	32	19000	19974	*	*	*
HUMAN RSRCS (incl LABOR R	+	1	+	21000				+	55	+	23766			
MANAGEMENT INFO SYSTEMS	1	54	25000	28155	*	*	*	2	283	25400	27424	*	*	*
MARKETING/MARK MGMT (RESR	12	118	26168	24222	*	*	*	23	741	25305	22959	28800	26760	21600
REAL ESTATE	+	4	+	28875				+	18	+	25520			
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				+	25	+	18287			
COMMUNICATIONS	2	34	20000	21501	*	*	*	5	149	21920	20483	*	*	*
JOURNALISM	+	8	+	17088				+	52	+	17436			
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	23	+	16670				2	299	24202	18970	*	*	*
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	23	+	16783			
PHYSICAL EDUCATION	+	4	+	16150				+	35	+	19063			
SPECIAL EDUCATION	+	2	+	18000				+	59	+	19860			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	4	4	20250	20250	*	*	*	5	32	20200	20986	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	23500				2	35	14490	19368	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	20901				+	15	+	21398			
LETTERS (incl English, Li	+	14	+	19113				+	72	+	19200			
VISUAL & PERFORMING ARTS	+	+	+	+				1	50	14500	19057	*	*	*
HUMANITIES - OTHER	+	9	+	22256				1	55	25000	24480	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	15	+	20639			
HISTORY	+	9	+	19233				1	21	22800	20365	*	*	*
POLITICAL SCIENCE/GOVT	3	18	24732	25057	*	*	*	4	79	22579	22904	*	*	*
PSYCHOLOGY	1	19	24000	19006	*	*	*	3	87	20167	19843	*	*	*
SOCIOLOGY	+	6	+	17836				1	26	19495	20800	*	*	*
SOCIAL SCIENCES-OTHER	2	6	22250	22917	*	*	*	3	32	24833	19757	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	27	+	30713				2	177	31350	30541	*	*	*
AGRICULTURAL	+	3	+	29667				+	32	+	29802			
ARCHITECTURAL	+	2	+	26500				+	31	+	30056			
BIOENGINEERING & BIOMEDIC	+	10	+	30432				+	30	+	30685			
CHEMICAL	81	311	35225	35216	36600	35400	33960	146	1235	35251	35202	36600	35446	34000
CIVIL	18	132	28806	29260	*	*	*	30	640	28588	27988	32000	29050	25000
COMPUTER	17	72	31359	31328	*	*	*	25	220	31876	31314	36800	32500	26252
ELECTRICAL/ELECTRONIC	53	350	32159	32427	34800	32500	28596	146	1547	31775	31843	34500	32325	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	2	$31200	$29600	*	*	*	1	2	$31200	$29600	*	*	*
INDUSTRIAL	56	194	31204	30934	$33600	$31800	$29000	93	582	31062	30878	$33600	$31680	$28500
MECHANICAL	82	450	32019	32571	34000	32450	30000	157	1746	31953	32305	35000	32400	28000
METALLURGICAL	+	21	+	33079				5	107	33204	32404	*	*	*
MINING (INCL GEOLOGICAL)	+	10	+	31348				2	26	30000	29879	*	*	*
NUCLEAR	+	6	+	33510				5	22	32604	31456	*	*	*
PETROLEUM	+	14	+	36033				+	100	+	35518			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	1	13	15000	26893	*	*	*	7	175	27049	29135	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	30480				+	26	+	25955			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	23833				+	71	+	22337			
ANIMAL SCIENCES	+	2	+	16500				+	22	+	17652			
PLANT SCIENCES	+	+	+	+				+	23	+	21694			
NATURAL RESOURCES	+	3	+	19500				1	8	18000	18863	*	*	*
OTHER AGRICULTURAL SCIENC	+	2	+	20000				+	29	+	23697			
COMPUTER SCIENCE														
COMPUTER SCIENCE	43	136	30475	30651	34500	30000	27000	83	599	29935	29685	33800	30000	26100
COMPUTER PROGRAMMING	+	10	+	29784				7	44	25940	28792	*	*	*
INFORMATION SCIENCES & SY	1	11	33000	26668	*	*	*	27	191	29599	28330	33600	28000	26500
SYSTEMS ANALYSIS	+	1	+	33960				1	4	28980	29360	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				7	49	27339	26230	*	*	*
HEALTH SCIENCES	+	2	+	16400				6	23	26120	20318	*	*	*
NURSING	1	1	26686	26686	*	*	*	1	24	26686	26633	*	*	*
PHARMACY	+	+	+	+				3	20	38478	33790	*	*	*
SCIENCES														
ACTUARIAL	+	33	+	31681				+	60	+	27610			
ARCHITECTURAL & ENVIRONME	4	5	26100	26080	*	*	*	4	59	26100	25154	*	*	*
BIOLOGICAL	+	5	+	19040				+	35	+	20965			
CHEMISTRY	3	5	26733	27740	*	*	*	4	70	28600	28733	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	19400				+	20	+	22541			
MATHEMATICS	5	26	25518	28194	*	*	*	14	133	25215	26107	*	*	*
PHYSICS	1	4	36000	33000	*	*	*	1	17	36000	27848	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	16305				+	3	+	21435			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	578	2863						1216	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	136	326	$28792	$28407	$33000	$28000	$25800	236	2122	$28414	$26707	$33000	$28000	$25000
ACCOUNTING (PRIVATE)	8	71	26380	25563	*	*	*	20	576	25203	25035	28500	26320	22000
COMMERCIAL BANKING (CNSMR	5	14	23331	21652	*	*	*	7	91	23236	20797	*	*	*
COMMERCIAL BANKING (LENDG	2	17	26250	24182	*	*	*	5	86	26800	23053	*	*	*
INVESTMT BANKING (CORP FN	1	9	26400	27233	*	*	*	2	27	28600	28021	*	*	*
INVESTMT BANKNG (M & A)	1	3	30000	30333	*	*	*	1	8	30000	26767	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	27500				+	12	+	25099			
INVESTMT BANKG (SALES & T	+	1	+	18000				+	12	+	19421			
FINANCIAL/TREASURY ANALYS	9	53	27211	28118	*	*	*	17	277	27166	26748	*	*	*
PORTFOLIO MGMT/BROKERAGE	5	14	27600	24964	*	*	*	5	39	27600	22179	*	*	*
UNDERWRITING	6	11	25500	25455	*	*	*	6	52	25500	22850	*	*	*
INSURANCE - CLAIMS	+	11	+	21849				3	63	22133	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				+	18	+	20197			
MEDIA PLANNING	+	1	+	25000				+	10	+	19944			
REPORTING	+	3	+	18941				+	13	+	16424			
PRODUCTION	+	5	+	25500				+	25	+	25079			
PUBLIC RELATIONS	+	5	+	20272				1	39	25000	20900	*	*	*
WRITING / EDITING	+	4	+	17500				+	32	+	17969			
MARKETING														
ADVERTISING	+	2	+	24000				1	34	21600	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	2	16	23900	26625	*	*	*	8	104	26108	25819	*	*	*
BUYER/MERCHANDISING	3	17	24587	23662	*	*	*	4	139	23440	22966	*	*	*
DISTRIBUTION	5	15	27732	27937	*	*	*	6	57	27860	26988	*	*	*
MARKET RESEARCH	4	15	29480	25990	*	*	*	7	47	28357	25246	*	*	*
PURCHASING	1	5	26400	22140	*	*	*	6	33	27250	23747	*	*	*
SALES	17	140	25625	24546	*	*	*	40	816	27522	24671	33000	30000	19000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	1	20195	20195	*	*	*	2	22	18598	20535	*	*	*
FINANC,TAXA, MONETARY POL	2	11	26353	23637	*	*	*	2	35	26353	23347	*	*	*
ECONOMIC PROGRAMS	+	3	+	26533				+	14	+	26664			
LAW ENFORCEMENT	+	10	+	32868				+	24	+	27987			
MILITARY	+	9	+	21593				+	80	+	21673			
NATIONAL SECURITY	+	1	+	27000				+	3	+	26900			
URBAN / REGIONAL PLANNING	+	8	+	25684				+	11	+	25543			
ENGINEERING														
BIOENGINEERING	+	3	+	33407				+	21	+	30103			
DESIGN / CONSTRUCT	14	156	30500	31528	*	*	*	28	871	31309	30253	35040	31500	27500
ENVIRONMENTAL/SANITATION	15	41	30128	30683	*	*	*	19	113	29673	29182	*	*	*
MANUFACTURING/INDUSTRIAL	56	175	32238	32036	35000	32400	30100	130	1059	32178	32171	35000	32400	29910
SYSTEMS / PROGRAMMING	14	82	30322	31458	*	*	*	17	247	30606	31165	*	*	*
POWER SYSTEMS	5	62	28225	31758	*	*	*	33	240	31790	31865	33696	33120	30400
SOFTWARE DESIGN & DEVELOP	3	43	33933	32702	*	*	*	11	189	31849	31746	*	*	*
HARDWARE DESIGN & DEVELOP	3	45	34100	33049	*	*	*	8	165	32713	32173	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	15	66	$33843	$33095	*	*	*	56	400	$31871	$32255	$35500	$32610	$25343
TESTING	4	19	29577	31422	*	*	*	9	145	30644	30668	*	*	*
PROCESS ENGINEERING	44	209	35159	35168	$37000	$35500	$33500	97	935	35276	35064	36600	35500	33700
PROJECT ENGINEERING	16	150	32076	33119	*	*	*	56	619	32169	32577	35000	32200	29400
OTHER ENGINEERING	55	452	33302	31843	36500	34800	28080	94	1341	32407	31520	36500	33260	26520
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				3	20	27500	22714	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				+	11	+	21610			
NURSES / PERSONAL CARE	1	1	26686	26686	*	*	*	1	27	26686	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				11	18	27326	25980	*	*	*
PHARMACIST	+	+	+	+				3	10	38478	35363	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				+	6	+	23297			
OTHER HEALTH RELATED	+	4	+	18125				1	37	18500	20310	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	5	+	17265				+	19	+	18084			
COUNSELING	+	9	+	17529				+	37	+	16995			
FUNDRAISING / DEVELOPMENT	+	1	+	18200				1	6	20000	17350	*	*	*
SOCIAL WORK	+	6	+	17336				+	25	+	16257			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	21	79	29064	28975	32000	29000	26252	48	528	28004	28594	32000	27250	25343
INFORMATION SYSTEMS	14	42	31910	30871	*	*	*	29	256	31232	28058	36000	30900	27836
SYSTEMS ANALYSIS & DESIGN	10	67	30470	31277	*	*	*	35	297	29251	29931	33600	28000	26004
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	45	29867	31680	*	*	*	6	67	30200	30931	*	*	*
AGRICULTURE/NAT'L RESOURC	+	10	+	21150				1	91	18000	20551	*	*	*
ARCHITECTURE	1	2	18200	22100	*	*	*	1	16	18200	22053	*	*	*
CONSULTING	41	101	31017	29947	34700	31000	28500	61	395	30282	28767	33000	30000	26500
HUMAN RESRCS /INDUS RELS	1	3	28000	25333	*	*	*	4	49	22950	23249	*	*	*
MANAGEMENT TRAINEE	29	135	27722	24079	33000	28000	22800	61	833	25552	22065	32000	25800	19320
MATH/STATISTICIANS	2	5	18996	23237	*	*	*	8	16	21477	22895	*	*	*
PARALEGAL	+	2	+	19000				+	10	+	17074			
RESEARCHERS NON-TECHNICAL	+	3	+	15687				+	24	+	21192			
RESEARCHERS - TECHNICAL	3	5	26733	25972	*	*	*	3	34	26733	27650	*	*	*
TEACHING	+	27	+	17404				2	485	24202	19070	*	*	*
TOTALS	578	2863						1216	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	34	+	$31997				+	178	+	$29687			
MBA--NON-TECH	5	63	$39200	38015	*	*	*	10	256	$36890	35972	*	*	*
MBA--TECH	1	8	37000	39250	*	*	*	1	63	37000	38274	*	*	*
MS-BUSINESS	+	1	+	43400				1	20	45000	34165	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	5	+	36390				+	38	+	37222			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	5	7	30920	33086	*	*	*	9	25	30244	30838	*	*	*
MANAGEMENT INFORMATION SY	+	7	+	36940				+	19	+	34711			
MARKETING/MKTNG MGT (RESE	+	4	+	34063				+	12	+	35540			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				+	13	+	26702			
ELEMENTARY EDUCATION	+	+	+	+				+	24	+	22337			
PHYSICAL EDUCATION	+	+	+	+				+	5	+	33719			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	24000				+	26	+	22311			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				+	2	+	24350			
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	26	+	24731			
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

MAPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	12	+	$36136				+	30	+	$35387			
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	2	+	36000			
CHEMICAL	1	4	$39000	37565	*	*	*	2	52	$39300	36991	*	*	*
CIVIL	+	11	+	32655				+	113	+	32109			
COMPUTER	+	+	+	+				2	20	41950	34655	*	*	*
ELECTRICAL/ELECTRONIC	5	37	40640	37370	*	*	*	10	176	38580	36975	*	*	*
INDUSTRIAL	5	15	36560	37887	*	*	*	6	56	36400	36033	*	*	*
MECHANICAL	6	34	36232	37502	*	*	*	15	158	36340	36982	*	*	*
METALLURGICAL	+	1	+	36000				+	21	+	37120			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	3	+	35521				+	9	+	34393			
PETROLEUM	+	1	+	36000				1	25	30000	38190	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				1	7	24000	25635	*	*	*
HEALTH SCIENCES	+	+	+	+				+	7	+	18374			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				+	6	+	29441			
CHEMISTRY	4	4	31000	31000	*	*	*	6	15	31750	31713	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	24	40032	36852	*	*	*	7	86	39174	36873	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	2	3	22000	25067	*	*	*	3	34	26267	33031	*	*	*
MATHEMATICS (INCL ACTUARI	1	6	37000	33117	*	*	*	2	18	37000	31201	*	*	*
PHYSICS	+	+	+	+				1	9	24705	29796	*	*	*
POLYMER	+	+	+	+				2	2	34980	34980	*	*	*
TOTALS	38	297						79	1584					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	43	+	$46322				+	188	+	$45498			
MBA--TECH	+	17	+	48894				+	62	+	50338			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	85	+	48912				+	259	+	48953			
MBA--TECH	+	37	+	54009				+	145	+	52682			
OVER 4 YEARS														
MBA--NON-TECH	+	38	+	45826				+	156	+	47399			
MBA--TECH	+	20	+	54620				+	73	+	56162			
TOTALS	+	240						+	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	2	+	50000			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	14	+	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	1	$36000	$36000	*	*	*	2	2	$32520	32520	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	28200				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	48331			
CHEMICAL	22	41	49031	50254	$51900	$48500	$46800	22	81	49031	50678	$51900	$48500	$46800
CIVIL	+	+	+	+				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	4	+	56300				+	25	+	53723			
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	1	6	50000	46832	*	*	*	1	16	50000	47382	*	*	*
METALLURGICAL	4	7	43518	46396	*	*	*	5	16	45038	48406	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	5	8	45232	43726	*	*	*	6	55	44693	44729	*	*	*
GEOLOGICAL SCIENCES	+	2	+	41350				1	9	48900	37140	*	*	*
MATHEMATICS	+	+	+	+				+	4	+	34750			
PHYSICS	+	+	+	+				+	9	+	41385			
POLYMER	+	+	+	+				+	4	+	47250			
TOTALS	33	70						37	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28435 230 37500/25000					27900 1	28800 1	30333 3	
BUSINESS ADMIN (INCL MGMT	30500 1			29333 3		22600 3		30917 6	
ECONOM & FINANCE (BANKING	28500 6			25741 11		26500 2		28750 8	
MANAGEMENT INFO SYSTEMS								25000 1	
MARKETING/MARK MGMT (RESR				27000 1					
COMMUNICATIONS								19000 1	
POLITICAL SCIENCE/GOVT				27000 2					
SOCIAL SCIENCES-OTHER				14500 1					
CHEMICAL	28500 1							35040 2	36504 1
CIVIL								28019 12	27693 3
COMPUTER						43400 1		32500 1	
ELECTRICAL/ELECTRONIC	33000 2		26520 1			35000 6		32700 6	
ENIVRONMENTAL ENGINEERING									31200 1
INDUSTRIAL	35500 1							30120 15	31000 1
MECHANICAL	34000 2					33000 2	32400 1	30045 8	30100 1
ENGINEERING TECHNOLOGY							29800 1		16500 2
COMPUTER SCIENCE	36000 1			26297 3		29183 6	30111 9	30091 11	
COMPUTER PROGRAMMING							19000 1		
INFORMATION SCIENCES & SY						30864 11	29007 3		
SYSTEMS ANALYSIS							28980 1		
ARCHITECTURAL & ENVIRONME	27000 1		24100 2						
MATHEMATICS							28000 1	33300 1	

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	26625	4						28500	2				
BUSINESS ADMIN (INCL MGMT	25500	2			23854	9		20075	4				
ECONOM & FINANCE (BANKING	27631	12			26286	4		25700	4			29000	1
HOTEL/RESTAURANT MGMT.				19000	1								
MARKETING/MARK MGMT (RESR	23000	1			25667	3		21628	5				
COMMUNICATIONS					22200	1		21000	1			22800	1
TEXTILES & CLOTHING								17750	4				
MERCHANDISING MANAGEMENT								14490	2				
VISUAL & PERFORMING ARTS								14500	1				
HISTORY								22800	1				
POLITICAL SCIENCE/GOVT			16120	1									
PSYCHOLOGY								21000	2				
SOCIOLOGY								19495	1				
SOCIAL SCIENCES-OTHER	30000	1											
INDUSTRIAL	32000	1						24700	2			29000	2
COMPUTER SCIENCE	29126	4			28426	2		29000	1			27000	4
PHARMACY								41600	1				
MATHEMATICS	15996	1			29975	4							

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						23150 2			
BUSINESS ADMIN (INCL MGMT						20853 2			
ECONOM & FINANCE (BANKING			22302 2			27500 1			
ELEMENTARY EDUCATION					24202 2				
POLITICAL SCIENCE/GOVT						20195 1			
PSYCHOLOGY								18500 1	
CIVIL				31700 1			22218 2		
COMPUTER						25968 6			
ELECTRICAL/ELECTRONIC		35800 3	29910 1	32348 23 34000/30480	25343 3	26457 14			
INDUSTRIAL			27600 2	31700 1		21031 3			
MECHANICAL		32000 2		33068 11		25852 11			
COMPUTER SCIENCE		31900 2	27900 1			25669 7			
COMPUTER PROGRAMMING					25570 4				
INFORMATION SCIENCES & SY			22608 1	27798 2					
ALLIED HEALTH					28631 1			27148 5	
HEALTH SCIENCES					26237 1			33000 1	25827 3
NURSING								26686 1	
PHARMACY								36917 2	
CHEMISTRY						20200 1			
MATHEMATICS				21996 1		20644 5			

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									27911 7
BUSINESS ADMIN (INCL MGMT									26016 10
DISTRIBUTION MANAGEMENT									28440 4
ECONOM & FINANCE (BANKING					25800 1				28000 1
MARKETING/MARK MGMT (RESR							29736 1		27207 6
AEROSPACE & AERONAUTICAL					31600 1				
CHEMICAL							30796 2		35364 108 38500/34400
CIVIL								30444 9	33000 1
COMPUTER									35700 1
ELECTRICAL/ELECTRONIC					28596 1		29625 2		33486 7
INDUSTRIAL							31933 4	32657 7	32020 16
MECHANICAL					29850 4		33035 7	30736 6	33552 19
METALLURGICAL							33600 1		
COMPUTER SCIENCE					30096 1			27000 1	32050 8
INFORMATION SCIENCES & SY								26400 1	33225 2
ALLIED HEALTH			27000 1						
HEALTH SCIENCES				20000 1					
CHEMISTRY									31400 3

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING							27500	2	24390	2							28500	1
BUSINESS ADMIN (INCL MGMT	27600	1	26100	4	26400	2			25133	3								
ECONOM & FINANCE (BANKING	23379	4	25450	4	24500	4	25167	3									26600	3
MANAGEMENT INFO SYSTEMS									25800	1								
MARKETING/MARK MGMT (RESR			25933	3	30000	1	24500	1										
COMMUNICATIONS					24600	1												
TEXTILES & CLOTHING							30000	1										
AEROSPACE & AERONAUTICAL			31100	1														
CHEMICAL			34548	5			35400	3	31800	1					34202	2	36240	16
CIVIL									26000	1								
COMPUTER			33225	12			33900	1							31500	2		
ELECTRICAL/ELECTRONIC	33334	4	32132	52			32910	2	32045	11					33850	2	33500	2
			40000/31000															
INDUSTRIAL			32174	25	32168	3	33000	1	31200	2					30400	3		
			35500/30500															
MECHANICAL			31842	35	31667	3			31471	18			34175	4	34880	5	36180	5
			35100/30720															
METALLURGICAL									33105	4								
MINING (INCL GEOLOGICAL)											28500	1						
NUCLEAR			32670	2					32560	3								
ENGINEERING TECHNOLOGY			32670	2					30000	1								
NATURAL RESOURCES															18000	1		
COMPUTER SCIENCE	30998	5	32240	15					28200	1								
COMPUTER PROGRAMMING			29400	1														
INFORMATION SCIENCES & SY	27600	1	29400	2			33000	1	27400	3								
MATHEMATICS	30600	1																

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
PHYSICS		36000 1							

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							14000 1
DISTRIBUTION MANAGEMENT		26700 2					
ECONOM & FINANCE (BANKING							28200 1
MARKETING/MARK MGMT (RESR			21600 1				
HUMANITIES - OTHER							25000 1
SOCIAL SCIENCES-OTHER							30000 1
CHEMICAL		35400 2				33633 3	
CIVIL			29200 1				
COMPUTER		33900 1					
ELECTRICAL/ELECTRONIC			34600 2			32000 2	
INDUSTRIAL							31238 4
MECHANICAL		33375 4	33200 1		32250 2	32750 4	32450 2
MINING (INCL GEOLOGICAL)							31500 1
ENGINEERING TECHNOLOGY						31200 1	
COMPUTER SCIENCE		30600 1					
COMPUTER PROGRAMMING		30900 1					
ARCHITECTURAL & ENVIRONME			29200 1				

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28446 237 37500/25000			25925 18		24783 6	28800 1	28974 19	
BACHELOR - TECHNICAL	32625 8		24907 3	26297 3		32077 26 43400/26500	29188 17	30205 56 35040/26624	27209 9

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27103 20 35000/23000	16120 1	19000 1	24649 17		21038 27 30000/16500			25900 2
BACHELOR - TECHNICAL	27417 6			29459 6		30000 4			27667 6

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			22302 2		24202 2	22617 6		18500 1	
BACHELOR - TECHNICAL		33600 7	27124 5	32019 39 35000/29760	25909 9	25038 47 31490/20463	22218 2	29918 9	25827 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL					25800 1		29736 1		27162 28 33000/22800
BACHELOR - TECHNICAL			27000 1	20000 1	29956 7		32089 16	30851 24 33996/29000	34480 165 38500/32100

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24223 5	25818 11	25675 8	26429 7	24997 6				27075 4
BACHELOR - TECHNICAL	31502 11	32227 153 40000/30000	31917 6	33990 8	31326 45 34500/28800	28500 1	34175 4	32180 15	35989 23 37500/34500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL		26700 2	21600 1				24300 4
BACHELOR - TECHNICAL		33300 9	32160 5		32250 2	32710 10	31621 7

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28385 231 37500/25000	26111 14							30000 1
BUSINESS ADMIN (INCL MGMT	30500 1			29250 2					
ECONOM & FINANCE (BANKING	30400 3	25500 4	24789 4	25167 3	28600 2				26989 16
MARKETING/MARK MGMT (RESR		22000 1	27000 1						
VISUAL & PERFORMING ARTS		14500 1							
POLITICAL SCIENCE/GOVT			22000 1						
SOCIAL SCIENCES-OTHER			14500 1			30000 1			
ARCHITECTURAL & ENVIRONME	27000 1								

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO		WRITING / EDIT
BUSINESS ADMIN (INCL MGMT	25333	3	26000	5	22100	1							
ECONOM & FINANCE (BANKING	30000	1			22100	1							
MARKETING/MARK MGMT (RESR			23000	1									
COMMUNICATIONS					22200	1							
HUMANITIES - OTHER											25000	1	
INDUSTRIAL	32000	1											

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									28000 1
BUSINESS ADMIN (INCL MGMT		22100 1			26760 1	26200 3	27800 5	17000 1	24705 1
DISTRIBUTION MANAGEMENT				27860 6					
ECONOM & FINANCE (BANKING		30000 1	23000 1			26400 1	21253 7		
MARKETING/MARK MGMT (RESR	21600 1	26640 4	26760 1		26760 2		27123 6		
COMMUNICATIONS		19000 1			22800 1		24600 1		
TEXTILES & CLOTHING			20000 1				20250 4		
POLITICAL SCIENCE/GOVT								20195 1	
PSYCHOLOGY			24000 1						
SOCIAL SCIENCES-OTHER							30000 1		
CIVIL							33000 1		
COMPUTER					32500 1				
ELECTRICAL/ELECTRONIC					31900 1		31500 4		
INDUSTRIAL					31020 1	28500 1	31392 6		
MECHANICAL						30000 1	33600 2		
ENGINEERING TECHNOLOGY		31200 1							
COMPUTER SCIENCE							33000 2		
CHEMISTRY							34200 1		

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL							31100 1		
CHEMICAL							35040 1	35770 2	34347 14
CIVIL							29036 11	28097 11	30600 1
COMPUTER									31000 1
ELECTRICAL/ELECTRONIC							34450 5	29400 1	31743 22 33300/30600
INDUSTRIAL							31500 1		31725 42 35500/29850
MECHANICAL							31867 6	30787 3	32134 47 35400/30000
METALLURGICAL							33600 1		32910 2
NUCLEAR							32560 1	32220 1	
ENGINEERING TECHNOLOGY									33840 1
ARCHITECTURAL & ENVIRONME							30000 1	29200 1	

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL									31600 1
CHEMICAL					35245 6		35339 92 38496/34000	34976 4	35704 25 37500/34800
CIVIL								26898 2	28260 3
COMPUTER	29541 5		43400 1	30800 3	33900 1			32700 2	30176 8
ELECTRICAL/ELECTRONIC	30875 4	32345 22 34000/30480	28606 5	34250 2	30947 22 36800/25343	32812 1		30612 16	32931 27 40000/30000
ENIVRONMENTAL ENGINEERING								31200 1	
INDUSTRIAL	30467 3	21000 1			32996 5		31560 1	32000 2	29103 5
MECHANICAL	31133 3	31484 9			30804 19	30212 7	34740 4	33045 27 37200/31200	31756 18
METALLURGICAL									33300 2
MINING (INCL GEOLOGICAL)									30000 2
NUCLEAR		33120 1						32560 2	
ENGINEERING TECHNOLOGY	29800 1					31500 1			21000 3
COMPUTER SCIENCE	34500 1		32782 5	33800 1	36800 1				
INFORMATION SCIENCES & SY				33500 2	35500 1				
PHYSICS					36000 1				

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	27500 2								
PSYCHOLOGY									18500 1
ALLIED HEALTH					27339 7				
HEALTH SCIENCES	27500 1				27305 4				
NURSING				26686 1					
PHARMACY						38478 3			

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						28800 1			
ECONOM & FINANCE (BANKING						28000 1	33000 1	28000 1	
MANAGEMENT INFO SYSTEMS						25800 1			
COMPUTER						38000 1	35600 2		
ELECTRICAL/ELECTRONIC						35600 2	24500 1		
INDUSTRIAL					20780 1	31150 4	30500 1		
MECHANICAL						32500 1			
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					29135 35 34500/26252	29812 7	29059 20 36000/25343		
COMPUTER PROGRAMMING					24256 5	30150 2			
INFORMATION SCIENCES & SY					26058 7	32359 8	28377 9		
SYSTEMS ANALYSIS						28980 1			
HEALTH SCIENCES			20000 1						
MATHEMATICS							28000 1	30640 5	

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29600 5		27000 1					
BUSINESS ADMIN (INCL MGMT		30917 6	21267 3	23840 17					
ECONOM & FINANCE (BANKING		27773 11	28000 1	26826 13					
HOTEL/RESTAURANT MGMT.				19000 1					
MANAGEMENT INFO SYSTEMS		25000 1							
MARKETING/MARK MGMT (RESR				23140 6					
COMMUNICATIONS				21000 1					
ELEMENTARY EDUCATION									24202 2
MERCHANDISING MANAGEMENT				14490 2					
HISTORY				22800 1					
POLITICAL SCIENCE/GOVT				24060 2					
PSYCHOLOGY				18000 1					
SOCIOLOGY				19495 1					
CHEMICAL		28500 1		35500 1					
CIVIL				27000 1					
ELECTRICAL/ELECTRONIC		32600 7		29525 4					
INDUSTRIAL		31077 13		29320 5					
MECHANICAL		30417 6		33550 4					
COMPUTER SCIENCE		30909 11							
ARCHITECTURAL & ENVIRONME	18200 1								
CHEMISTRY								26733 3	
MATHEMATICS					21477 8				

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28420 235 37500/25000	25203 20 30600/22000	23236 7	26800 5	28600 2	30000 1			27166 17
BACHELOR - TECHNICAL	27000 1								

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26500 4	25500 6	22133 3					25000 1	
BACHELOR - TECHNICAL	32000 1								

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21600 1	25380 7	23440 4	27860 6	25770 4	26250 4	24421 24 33000/18000	18598 2	26353 2
BACHELOR - TECHNICAL		31200 1			31807 3	29250 2	32172 16		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL							31309 28 37700/27500	29673 19	32178 130 36000/29910

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30606 17	31790 33 35000/30400	31849 11	32713 8	31871 56 38500/25343	30644 9	35276 97 38496/33700	32169 56 37200/29400	32407 94 40000/26520

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	27500 2								18500 1
BACHELOR - TECHNICAL	27500 1			26686 1	27326 11	38478 3			

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL						27533 3	33000 1	28000 1	
BACHELOR - TECHNICAL			20000 1		28004 48 34500/25343	31659 26 40500/28200	29141 34 36000/26004	30640 5	18000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		28870 23 37500/26500	22950 4	23854 46 32000/19000					24202 2
BACHELOR - TECHNICAL	18200 1	31137 38 37000/28500		30760 15	21477 8			26733 3	

AVERAGE SALARY OFFERS MAY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30000 1							36800 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	27000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						30100 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									39500 2
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	51000 1	42500 2			30000 1				
MBA--TECH	37000 1								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 2, 1990 through June 4, 1990) and cumulatively (September 1, 1989, and June 4, 1990). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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MAPA REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	115	1667	$27551	$26627	$33000	$28000	$22000	371	4340	$28053	$26496	$33000	$28000	$23500
BUSINESS ADMIN (INCL MGMT	56	680	23417	23688	28800	23000	17500	106	1263	24445	23318	30000	25000	18000
DISTRIBUTION MANAGEMENT	8	26	25000	24580	*	*	*	14	73	26226	25376	*	*	*
ECONOM & FINANCE (BANKING	57	1114	26095	25527	33000	26000	20000	129	1882	26324	25158	31000	26500	21000
HOTEL/RESTAURANT MGMT.	33	88	22697	21306	23000	23000	18000	34	120	22588	20951	23000	23000	18000
HUMAN RSRCS (incl LABOR R	+	49	+	22514				+	104	+	23176			
MANAGEMENT INFO SYSTEMS	14	192	26664	27595	*	*	*	16	475	26506	27493	*	*	*
MARKETING/MARK MGMT (RESR	11	795	24173	23902	*	*	*	34	1536	24939	23447	29000	26100	20000
REAL ESTATE	+	6	+	20850				+	24	+	24353			
COMMUNICATIONS														
ADVERTISING	+	40	+	22044				+	65	+	20599			
COMMUNICATIONS	10	115	20210	21435	*	*	*	15	264	20780	20898	*	*	*
JOURNALISM	+	51	+	20602				+	103	+	19004			
TELECOMMUN/BROADCASTING	+	51	+	21250				+	64	+	20610			
EDUCATION														
ELEMENTARY EDUCATION	+	75	+	19837				2	374	24202	19144	*	*	*
PRE-ELEMENTARY EDUCATION	+	4	+	19125				+	27	+	17130			
PHYSICAL EDUCATION	+	9	+	20580				+	44	+	19373			
SPECIAL EDUCATION	+	27	+	19754				+	86	+	19827			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	18682				+	12	+	18292			
TEXTILES & CLOTHING	4	101	21000	20759	*	*	*	9	133	20556	20814	*	*	*
MERCHANDISING MANAGEMENT	3	18	20000	20617	*	*	*	5	53	17796	19792	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	2	23	27500	24304	*	*	*	2	38	27500	23157	*	*	*
LETTERS (incl English, Li	13	85	27192	22374	*	*	*	13	157	27192	20918	*	*	*
VISUAL & PERFORMING ARTS	3	18	24333	24362	*	*	*	4	68	21875	20461	*	*	*
HUMANITIES - OTHER	7	49	20100	22737	*	*	*	8	104	20713	23659	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	16	19920	19616	*	*	*	2	31	19920	20111	*	*	*
HISTORY	3	39	24333	23738	*	*	*	4	60	23950	22558	*	*	*
POLITICAL SCIENCE/GOVT	11	71	22991	24529	*	*	*	15	150	22881	23673	*	*	*
PSYCHOLOGY	10	96	27750	21047	*	*	*	13	183	26000	20474	*	*	*
SOCIOLOGY	3	18	21500	19217	*	*	*	4	44	20999	20152	*	*	*
SOCIAL SCIENCES-OTHER	6	90	21000	23040	*	*	*	9	122	22278	22179	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	101	26252	30333	*	*	*	3	278	29651	30465	*	*	*
AGRICULTURAL	+	21	+	30530				+	53	+	30090			
ARCHITECTURAL	+	26	+	28053				+	57	+	29143			
BIOENGINEERING & BIOMEDIC	+	17	+	30216				+	47	+	30515			
CHEMICAL	42	638	33901	34855	36500	35000	30000	188	1873	34949	35084	36600	35400	32860
CIVIL	33	506	26807	28105	30000	26400	23500	63	1146	27655	28040	31700	28000	24000
COMPUTER	10	111	31895	31009	*	*	*	35	331	31882	31212	35700	32400	26252
ELECTRICAL/ELECTRONIC	77	1077	30901	31779	34560	31440	26252	223	2624	31473	31817	34560	31900	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	3	$24960	$28304	*	*	*	2	5	$28080	$28822	*	*	*
INDUSTRIAL	22	273	31345	30034	$33000	$31900	$30000	115	855	31116	30608	$33600	$31680	$28500
MECHANICAL	82	1048	31619	31944	34140	31830	30000	239	2795	31838	32166	35000	32200	28080
METALLURGICAL	3	54	31467	32427	*	*	*	8	161	32553	32412	*	*	*
MINING (INCL GEOLOGICAL)	1	14	31500	28747	*	*	*	3	40	30500	29483	*	*	*
NUCLEAR	1	13	32100	29860	*	*	*	6	35	32520	30863	*	*	*
PETROLEUM	+	38	+	35266				+	138	+	35448			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	11	124	28393	28580	*	*	*	18	299	27870	28905	*	*	*
INDUSTRIAL TECHNOLOGY	+	37	+	30362				+	63	+	28543			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	2	35	18000	21000	*	*	*	2	106	18000	21896	*	*	*
ANIMAL SCIENCES	+	20	+	20877				+	42	+	19188			
PLANT SCIENCES	+	5	+	20431				+	28	+	21469			
NATURAL RESOURCES	+	8	+	18281				1	16	18000	18572	*	*	*
OTHER AGRICULTURAL SCIENC	+	20	+	24600				+	49	+	24066			
COMPUTER SCIENCE														
COMPUTER SCIENCE	35	419	28402	29794	33300	28008	24960	118	1018	29480	29730	33800	29889	25739
COMPUTER PROGRAMMING	2	26	28050	28304	*	*	*	9	70	26409	28611	*	*	*
INFORMATION SCIENCES & SY	3	154	26400	28628	*	*	*	30	345	29279	28463	33600	28100	26400
SYSTEMS ANALYSIS	+	10	+	32500				1	14	28980	31603	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	28	35	29652	27941	32000	29000	23504	35	84	29189	26943	32000	28631	23600
HEALTH SCIENCES	1	5	20000	21410	*	*	*	7	28	25246	20513	*	*	*
NURSING	72	96	29558	28599	31500	29850	27000	73	120	29519	28206	31500	29700	27000
PHARMACY	+	19	+	39614				3	39	38478	36627	*	*	*
SCIENCES														
ACTUARIAL	+	4	+	29400				+	64	+	27722			
ARCHITECTURAL & ENVIRONME	+	20	+	25283				4	79	26100	25186	*	*	*
BIOLOGICAL	3	27	22233	22059	*	*	*	3	62	22233	21442	*	*	*
CHEMISTRY	4	37	29255	27267	*	*	*	8	107	28927	28226	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	5	25000	25760	*	*	*	1	25	25000	23185	*	*	*
MATHEMATICS	15	120	25584	27330	*	*	*	29	254	25406	26686	31100	26400	19493
PHYSICS	2	25	32500	30674	*	*	*	3	42	33667	29530	*	*	*
OTHER PHYSICAL & EARTH SC	+	6	+	20900				+	9	+	21078			
POLYMER SCIENCE	+	6	+	32234				+	6	+	32234			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	823	10827						2039	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	88	1213	$28770	$27337	$33000	$29000	$23000	324	3335	$28510	$26936	$33000	$28000	$24600
ACCOUNTING (PRIVATE)	33	545	24637	25511	29000	27000	18000	53	1121	24851	25266	29000	26640	18000
COMMERCIAL BANKING (CNSMR	6	134	23667	21869	*	*	*	13	225	23435	21435	*	*	*
COMMERCIAL BANKING (LENDG	2	179	28250	24474	*	*	*	7	265	27214	24013	*	*	*
INVESTMT BANKING (CORP FN	8	53	29500	29190	*	*	*	10	80	29320	28795	*	*	*
INVESTMT BANKNG (M & A)	+	8	+	27126				1	16	30000	26946	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	26500				+	14	+	25299			
INVESTMT BANKG (SALES & T	3	16	27833	26362	*	*	*	3	28	27833	23387	*	*	*
FINANCIAL/TREASURY ANALYS	11	307	25082	27084	*	*	*	28	584	26347	26925	30000	27250	22000
PORTFOLIO MGMT/BROKERAGE	7	33	25214	25473	*	*	*	12	72	26208	23689	*	*	*
UNDERWRITING	5	105	23000	23999	*	*	*	11	157	24364	23619	*	*	*
INSURANCE - CLAIMS	7	53	23707	23717	*	*	*	10	116	23235	22829	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	7	18000	25357	*	*	*	1	25	18000	21642	*	*	*
MEDIA PLANNING	+	11	+	20793				+	21	+	20388			
REPORTING	+	8	+	16750				+	21	+	16548			
PRODUCTION	3	28	16667	26139	*	*	*	3	53	16667	25639	*	*	*
PUBLIC RELATIONS	3	37	23667	19619	*	*	*	4	76	24000	20277	*	*	*
WRITING / EDITING	+	33	+	19280				+	65	+	18634			
MARKETING														
ADVERTISING	2	29	18500	22229	*	*	*	3	63	19533	20971	*	*	*
BRAND/PRODUCT MANAGEMENT	5	104	25680	24444	*	*	*	13	208	25943	25131	*	*	*
BUYER/MERCHANDISING	13	318	24462	22962	*	*	*	17	457	24221	22963	*	*	*
DISTRIBUTION	7	61	26857	25188	*	*	*	13	118	27320	26057	*	*	*
MARKET RESEARCH	3	29	31833	26578	*	*	*	10	76	29400	25754	*	*	*
PURCHASING	1	21	27000	24059	*	*	*	7	54	27214	23868	*	*	*
SALES	19	767	24661	24957	*	*	*	59	1583	26600	24809	33000	27000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	21968				2	38	18598	21138	*	*	*
FINANC,TAXA, MONETARY POL	7	34	21474	21948	*	*	*	9	69	22558	22658	*	*	*
ECONOMIC PROGRAMS	+	2	+	24250				+	16	+	26362			
LAW ENFORCEMENT	1	9	26400	19931	*	*	*	1	33	26400	25790	*	*	*
MILITARY	+	18	+	24428				+	98	+	22179			
NATIONAL SECURITY	+	6	+	25566				+	9	+	26010			
URBAN / REGIONAL PLANNING	+	6	+	24615				+	17	+	25215			
ENGINEERING														
BIOENGINEERING	+	40	+	34606				+	61	+	33056			
DESIGN / CONSTRUCT	35	661	26975	29472	30000	26252	24000	63	1532	28901	29916	33600	29000	24960
ENVIRONMENTAL/SANITATION	10	93	30299	29614	*	*	*	29	206	29889	29377	33000	29500	27000
MANUFACTURING/INDUSTRIAL	46	575	32129	31741	35000	32400	30000	176	1634	32166	32020	35000	32400	30000
SYSTEMS / PROGRAMMING	11	125	32324	30933	*	*	*	28	372	31281	31087	33500	32200	26252
POWER SYSTEMS	15	151	30659	31525	*	*	*	48	391	31437	31734	33696	32000	29400
SOFTWARE DESIGN & DEVELOP	13	157	31712	31612	*	*	*	24	346	31774	31685	34100	32400	26000
HARDWARE DESIGN & DEVELOP	3	129	29851	32899	*	*	*	11	294	31932	32491	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	15	178	$31620	$32452	*	*	*	71	578	$31818	$32316	$36000	$32760	$25343
TESTING	1	98	29820	29773	*	*	*	10	243	30562	30307	*	*	*
PROCESS ENGINEERING	21	455	33673	34825	$36000	$35000	$30000	118	1390	34990	34985	36700	35446	33000
PROJECT ENGINEERING	40	511	31918	31743	35500	32200	26400	96	1130	32064	32200	35000	32200	27000
OTHER ENGINEERING	59	775	30405	31061	34700	31100	26000	153	2117	31635	31347	36000	32136	26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	11	27427	22485	*	*	*	6	31	27463	22633	*	*	*
INDUSTRIAL HYGIENE	+	1	+	16000				+	1	+	16000			
MEDICAL TECHNOLOGY	8	15	24095	24433	*	*	*	8	26	24095	23239	*	*	*
NURSES / PERSONAL CARE	69	93	29395	28376	31000	29120	27000	70	120	29356	27965	31000	29060	27000
OCCUPATIONAL THERAPY	+	1	+	26000				11	19	27326	25981	*	*	*
PHARMACIST	+	16	+	40860				3	26	38478	38746	*	*	*
PHYSICAL THERAPY	20	21	31875	31310	40000	29450	28500	20	42	31875	29364	40000	29450	28500
RESPIRATORY THERAPY	+	2	+	32975				+	8	+	25716			
OTHER HEALTH RELATED	2	19	31352	21869	*	*	*	3	56	27068	20839	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	3	18	13667	18758	*	*	*	3	37	13667	18412	*	*	*
COUNSELING	2	19	19750	16660	*	*	*	2	56	19750	16881	*	*	*
FUNDRAISING / DEVELOPMENT	+	10	+	14850				1	16	20000	15788	*	*	*
SOCIAL WORK	+	17	+	16675				+	42	+	17617			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	17	415	26751	28511	*	*	*	65	943	27676	28557	31500	27900	25000
INFORMATION SYSTEMS	23	217	27489	28097	30900	28500	23000	52	473	29576	28076	34500	30250	23000
SYSTEMS ANALYSIS & DESIGN	18	191	30005	29148	*	*	*	53	488	29507	29625	33900	28200	26004
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	28	28967	28007	*	*	*	9	95	29789	30069	*	*	*
AGRICULTURE/NAT'L RESOURC	2	39	20000	19315	*	*	*	3	130	19333	20180	*	*	*
ARCHITECTURE	+	7	+	20166				1	23	18200	21479	*	*	*
CONSULTING	27	363	30133	28790	36000	31000	26500	88	758	30236	28778	34700	30000	26500
HUMAN RESRCS /INDUS RELS	4	74	21500	23662	*	*	*	8	123	22225	23497	*	*	*
MANAGEMENT TRAINEE	104	901	23465	22461	28800	23000	19600	165	1735	24237	22273	30000	23000	19000
MATH/STATISTICIANS	6	13	24243	26354	*	*	*	14	29	22662	24446	*	*	*
PARALEGAL	3	20	18413	21123	*	*	*	3	30	18413	19773	*	*	*
RESEARCHERS NON-TECHNICAL	+	7	+	20096				+	31	+	20944			
RESEARCHERS - TECHNICAL	2	19	24850	28085	*	*	*	5	53	25980	27806	*	*	*
TEACHING	3	150	14167	19534	*	*	*	5	635	18181	19179	*	*	*
TOTALS	823	10827						2039	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MAPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	104	$30000	$29708	*	*	*	1	282	$30000	$29695	*	*	*
MBA--NON-TECH	2	314	27500	36462	*	*	*	12	570	35325	36242	*	*	*
MBA--TECH	+	62	+	38289				1	125	37000	38281	*	*	*
MS-BUSINESS	+	35	+	35016				1	55	45000	34706	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	177	44400	37474	*	*	*	1	215	44400	37430	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	32	+	32387				9	57	30244	31708	*	*	*
MANAGEMENT INFORMATION SY	3	27	41300	33504	*	*	*	3	46	41300	34003	*	*	*
MARKETING/MKTNG MGT (RESE	+	67	+	35968				+	79	+	35903			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	4	+	24561				+	8	+	25555			
JOURNALISM	+	2	+	24500				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	24000				+	14	+	26509			
ELEMENTARY EDUCATION	+	+	+	+				+	24	+	22337			
PHYSICAL EDUCATION	+	1	+	15996				+	6	+	30765			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	22020				+	27	+	22300			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	+	1	+	23000				+	4	+	19250			
VISUAL & PERFORMING ARTS	+	5	+	26797				+	7	+	24712			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	25251				+	30	+	24800			
SOCIOLOGY	+	2	+	22000				+	3	+	20500			
SOCIAL SCIENCES - OTHER	+	4	+	26535				+	9	+	24313			

continued

MAPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	28	+	$35295				+	58	+	$35343			
AGRICULTURAL	+	1	+	40000				+	6	+	36450			
BIOENGINEERING & BIOMEDIC	+	2	+	37000				+	4	+	36500			
CHEMICAL	+	81	+	38738				2	133	$39300	38055	*	*	*
CIVIL	1	79	$28505	32476	*	*	*	1	192	28505	32260	*	*	*
COMPUTER	+	11	+	33923				2	31	41950	34395	*	*	*
ELECTRICAL/ELECTRONIC	5	115	38700	37991	*	*	*	15	291	38620	37376	*	*	*
INDUSTRIAL	+	14	+	35507				6	70	36400	35928	*	*	*
MECHANICAL	3	90	37362	36933	*	*	*	18	248	36511	36964	*	*	*
METALLURGICAL	+	8	+	35838				+	29	+	36766			
MINING & MINERAL	+	4	+	39345				+	5	+	37476			
NUCLEAR	+	9	+	38877				+	18	+	36635			
PETROLEUM	+	1	+	35000				1	26	30000	38067	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	28900				1	11	24000	26823	*	*	*
HEALTH SCIENCES	+	2	+	27500				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	10	+	24800				+	11	+	23855			
ARCHITECTURAL & ENVIRONME	+	5	+	29300				+	8	+	28037			
BIOLOGICAL	+	2	+	33090				+	8	+	30353			
CHEMISTRY	+	6	+	32393				6	21	31750	31907	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	81	43200	36425	*	*	*	9	167	40068	36656	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	19	+	34508				3	53	26267	33560	*	*	*
MATHEMATICS (INCL ACTUARI	+	14	+	29243				2	32	37000	30345	*	*	*
PHYSICS	+	2	+	33995				1	11	24705	30560	*	*	*
POLYMER	4	7	34980	37703	*	*	*	6	9	34980	37098	*	*	*
TOTALS	22	1438						101	3022					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	128	+	$42445			
MBA--TECH	+	34	+	44693			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	130	+	41806			
MBA--TECH	+	43	+	46995			
OVER 4 YEARS							
MBA--NON-TECH	1	119	$45300	45209	*	*	*
MBA--TECH	+	49	+	49302			
TOTALS	1	503					

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	316	+	$44262			
MBA--TECH	+	96	+	48339			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	389	+	46565			
MBA--TECH	+	188	+	51381			
OVER 4 YEARS							
MBA--NON-TECH	1	275	$45300	46451	*	*	*
MBA--TECH	+	122	+	53407			
TOTALS	1	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	2	6	$58000	$54067	*	*	*	2	8	$58000	53050	*	*	*
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	1	6	37500	45917	*	*	*	1	20	37500	43487	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	4	+	29250				2	6	32520	30340	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	2	+	32502				+	2	+	32502			
SOCIAL SCIENCES	+	+	+	+				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	1	+	36600				+	4	+	45398			
CHEMICAL	6	51	53433	50397	*	*	*	28	132	49974	50570	$52500	$50250	$46800
CIVIL	+	6	+	43083				+	9	+	43632			
COMPUTER	+	3	+	41000				+	4	+	45000			
ELECTRICAL/ELECTRONIC	1	8	57000	50275	*	*	*	1	33	57000	52887	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	9	+	51065				1	25	50000	48708	*	*	*
METALLURGICAL	+	2	+	41000				5	18	45038	47583	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	7	+	38714				+	14	+	37971			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	50	+	46123				6	105	44693	45393	*	*	*
GEOLOGICAL SCIENCES	+	2	+	37170				1	11	48900	37145	*	*	*
MATHEMATICS	+	2	+	44000				+	6	+	37833			
PHYSICS	+	2	+	41250				+	11	+	41361			
POLYMER	+	3	+	46333				+	7	+	46857			
TOTALS	10	164						47	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28456 311 37500/24500			22667 3	27000 1	27700 2	22267 3	30333 3	
BUSINESS ADMIN (INCL MGMT	23900 3			26537 7		22600 3	22200 3	30144 9	
DISTRIBUTION MANAGEMENT						15000 1			
ECONOM & FINANCE (BANKING	29385 13			25608 20 32000/21500	30625 4	27667 3		29255 11	
MANAGEMENT INFO SYSTEMS								25000 1	28000 1
MARKETING/MARK MGMT (RESR				23667 3		25800 1			
COMMUNICATIONS		12000 1				18000 1		19000 1	
LETTERS (incl English, Li	30000 2	19000 2		24500 1	31000 1			33000 1	
VISUAL & PERFORMING ARTS					30000 1				
HUMANITIES - OTHER					24500 1				
POLITICAL SCIENCE/GOVT				27000 2				27000 1	
PSYCHOLOGY	34250 2				31500 2				
SOCIOLOGY				24000 2					
SOCIAL SCIENCES-OTHER				22250 2			18000 1		
CHEMICAL	28500 1							33360 3	36504 1
CIVIL			30000 1					27110 22 30000/24960	26778 9
COMPUTER						37133 3		32167 3	
ELECTRICAL/ELECTRONIC	33500 4		26520 1			35000 6		32078 9	31200 1
ENIVRONMENTAL ENGINEERING								24960 1	31200 1
INDUSTRIAL	31500 5						32280 1	30300 16	31000 1
MECHANICAL	34000 2					33000 2	32400 1	29662 12	30582 6
ENGINEERING TECHNOLOGY							29800 1	25000 1	16500 2
COMPUTER SCIENCE	32000 2			26297 3		29943 7	28733 15	30292 12	24960 1

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
COMPUTER PROGRAMMING							23600 2		
INFORMATION SCIENCES & SY						30864 11	26255 4		
SYSTEMS ANALYSIS							28980 1		
ARCHITECTURAL & ENVIRONME	27000 1		24100 2						
MATHEMATICS						28000 1	28000 1	33300 1	
PHYSICS						34000 1	31000 1		

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25700 5		23000 1	26000 1		25667 3			
BUSINESS ADMIN (INCL MGMT	24750 4	21500 2		23243 15	11520 1	22550 18			
ECONOM & FINANCE (BANKING	27024 24 35000/21500			24377 11		24633 6			29000 1
HOTEL/RESTAURANT MGMT.		21889 9	22826 23 29000/23000						
MANAGEMENT INFO SYSTEMS							23000 1		
MARKETING/MARK MGMT (RESR	23000 1			25667 3		21449 7			
COMMUNICATIONS	18000 1	23000 1		22200 1		21183 6			22800 1
TEXTILES & CLOTHING						19375 8			
MERCHANDISING MANAGEMENT						17796 5			
FOREIGN LANGUAGES						30000 1			
LETTERS (incl English, Li				24000 1		24000 1			
VISUAL & PERFORMING ARTS						17750 2			
HUMANITIES - OTHER					19000 1	23067 3			
CRIMINAL JUSTICE					13440 1				
HISTORY	29000 1					22800 1	26000 1		
POLITICAL SCIENCE/GOVT		16120 1		23875 4	22800 1	23000 4			
PSYCHOLOGY		20000 1		35000 1		21333 3			
SOCIOLOGY						19495 1			
SOCIAL SCIENCES-OTHER	29000 2					24000 1			
INDUSTRIAL	32000 1					24700 2			29000 2
COMPUTER SCIENCE	29126 4			27784 3		29000 1			27000 4
PHARMACY						41600 1			
BIOLOGICAL				22000 1					

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	16998	2			29163	8					

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				24900 2		23150 2	16117 1		
BUSINESS ADMIN (INCL MGMT	22000 1					21381 5			23010 1
ECONOM & FINANCE (BANKING			20751 4		14750 2	27500 1			
MANAGEMENT INFO SYSTEMS			23167 6						
MARKETING/MARK MGMT (RESR				29500 1					
COMMUNICATIONS			25000 1						
ELEMENTARY EDUCATION					24202 2				
HUMANITIES - OTHER					13000 1				
CRIMINAL JUSTICE				26400 1					
HISTORY						18000 1			
POLITICAL SCIENCE/GOVT			15600 1			20195 1			
PSYCHOLOGY						23000 1	23000 1	18500 1	
SOCIAL SCIENCES-OTHER									13000 1
AEROSPACE & AERONAUTICAL						26252 1			
CHEMICAL				32100 1		26000 1			
CIVIL				32365 3		26333 3	24788 5		
COMPUTER						25687 7			
ELECTRICAL/ELECTRONIC		34580 5	29910 1	32398 31 36500/30480	25343 3	26319 30 31490/25343	29333 3		
INDUSTRIAL			30400 3	31700 1		21031 3			
MECHANICAL		32000 2		32662 15		25508 15	30745 2		
NUCLEAR				32100 1					
ENGINEERING TECHNOLOGY						28000 1			
COMPUTER SCIENCE		31900 2	27950 2	30000 1	18000 1	25287 10			

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER PROGRAMMING			27900 1		25570 4				
INFORMATION SCIENCES & SY			22608 1	27798 2					
ALLIED HEALTH					28631 1			27555 27 32000/23504	37000 6
HEALTH SCIENCES					26237 1			26500 2	25827 3
NURSING					27500 5			29707 61 39000/27206	29326 7
PHARMACY								36917 2	
CHEMISTRY						20200 1			
MATHEMATICS				21996 1		21131 9			

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28145 13
BUSINESS ADMIN (INCL MGMT								16800 1	26555 12
DISTRIBUTION MANAGEMENT								22000 1	28193 6
ECONOM & FINANCE (BANKING					26400 2			23000 1	27750 2
MANAGEMENT INFO SYSTEMS								30450 4	31500 1
MARKETING/MARK MGMT (RESR							29736 1	26400 1	27320 7
FOREIGN LANGUAGES		25000 1							
LETTERS (incl English, Li									31500 1
SOCIOLOGY			16500 1						
SOCIAL SCIENCES-OTHER			13000 1						
AEROSPACE & AERONAUTICAL					31600 1				
CHEMICAL					35500 1		30796 2	31800 3	35267 128 38500/34200
CIVIL								28186 14	33000 1
COMPUTER					32200 2				35100 2
ELECTRICAL/ELECTRONIC					31199 5	30000 1	31270 3	31700 2	33562 13
INDUSTRIAL							32186 5	32540 10	32041 20 35520/31000
MECHANICAL					30432 5		32661 10	31569 19	33419 26 36492/30000
METALLURGICAL							33600 1		
ENGINEERING TECHNOLOGY								32400 2	
AGRIBUSINESS						18000 2			
COMPUTER SCIENCE					30096 1			27669 3	32120 10
INFORMATION SCIENCES & SY								26400 1	32350 3
ALLIED HEALTH			27000 1						

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
HEALTH SCIENCES				20000 1					
BIOLOGICAL									19700 1
CHEMISTRY									31036 6
MATHEMATICS								24000 2	31200 2

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	27500 1	25200 1		27500 2	24390 2				28250 10
BUSINESS ADMIN (INCL MGMT	27300 2	26171 7	26400 2		25133 3			27000 1	
ECONOM & FINANCE (BANKING	23503 5	25450 4	24500 4	25167 3					27917 6
MANAGEMENT INFO SYSTEMS		30000 1			25800 1				
MARKETING/MARK MGMT (RESR		25933 3	30000 1	24500 1					
COMMUNICATIONS			24600 1						
TEXTILES & CLOTHING				30000 1					
LETTERS (incl English, Li		31250 2							
PSYCHOLOGY				23000 1					
AEROSPACE & AERONAUTICAL		31100 1							
CHEMICAL		34590 6		35400 3	32535 4			34202 2	36291 19
CIVIL					26000 1			36000 1	
COMPUTER		33173 13		33900 1				31500 3	
ELECTRICAL/ELECTRONIC	33334 4	32090 66 40000/31000		33240 3	32134 16	32400 2		33067 3	33933 3
INDUSTRIAL		32094 28 35500/30500	32127 4	33000 1	28467 3			30300 4	
MECHANICAL		31919 40 35100/30700	31667 3		31847 38 36240/30000		34175 4	34880 5	34726 11
METALLURGICAL					32403 7				
MINING (INCL GEOLOGICAL)						30000 2			
NUCLEAR		32670 2			32560 3				
ENGINEERING TECHNOLOGY	30000 1	29832 5			30900 2				
NATURAL RESOURCES								18000 1	
COMPUTER SCIENCE	30332 6	32185 20 36800/29000			27100 2		23000 1		
COMPUTER PROGRAMMING		29400 1							

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
INFORMATION SCIENCES & SY	27600 1	29400 2		33000 1	27400 3				
CHEMISTRY					25000 1				
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS	28800 2								
PHYSICS		36000 1							

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							19500 4
BUSINESS ADMIN (INCL MGMT		23800 2					23000 4
DISTRIBUTION MANAGEMENT		26833 6					
ECONOM & FINANCE (BANKING							24600 2
HOTEL/RESTAURANT MGMT.							23000 2
MARKETING/MARK MGMT (RESR	22000 1		21600 1			23000 1	25200 1
LETTERS (incl English, Li							25000 1
VISUAL & PERFORMING ARTS							22000 1
HUMANITIES - OTHER							20000 2
SOCIAL SCIENCES-OTHER							30000 1
CHEMICAL		34118 8				32725 4	35000 1
CIVIL			29200 1				28000 2
COMPUTER		33900 1					
ELECTRICAL/ELECTRONIC			33600 3	34100 1		32000 2	29000 2
INDUSTRIAL				28500 1			31238 4
MECHANICAL		33450 6	31540 5	33000 1	32250 2	32750 4	32000 3
MINING (INCL GEOLOGICAL)							31500 1
ENGINEERING TECHNOLOGY						31200 1	24450 2
COMPUTER SCIENCE		31150 6		25200 1			
COMPUTER PROGRAMMING		30900 1					
INFORMATION SCIENCES & SY		30600 1					
ARCHITECTURAL & ENVIRONME			29200 1				
BIOLOGICAL							25000 1

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28496 331 37500/24500	16667 3		25198 40 32000/21000	29800 10	24091 11	21629 7	29189 27 37500/26500	28000 1
BACHELOR - TECHNICAL	31933 15		26180 4	26297 3		32210 31 43400/26500	28358 27 36000/24995	29615 80 35040/25000	27834 22 36504/24960

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26423 38 35000/20000	21366 14	22833 24 28000/23000	24229 37 35000/20488	16690 4	21899 70 30000/17500	24500 2		25900 2
BACHELOR - TECHNICAL	26071 7			28221 12		30000 4			27667 6

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 1		21884 12	26425 4	18181 5	21991 11	19559 2	18500 1	18005 2
BACHELOR - TECHNICAL		33411 9	28440 8	32051 56 36500/30000	25912 15	25155 81 31490/21000	27343 10	29162 92 39000/25500	31548 16

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		25000 1	14750 2		26400 2		29736 1	26250 8	27701 42 33000/26640
BACHELOR - TECHNICAL			27000 1	20000 1	31317 15	22000 3	32216 21 35040/31800	30372 56 35400/26000	34198 212 38500/31000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24952 8	26694 18	25675 8	26000 8	24997 6			27000 1	28125 16
BACHELOR - TECHNICAL	30752 14	32139 185 40000/30000	31930 7	33980 9	31420 80 36240/28200	31200 4	31940 5	32195 19	35245 34 37500/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	22000 1	26075 8	21600 1			23000 1	22633 18
BACHELOR - TECHNICAL		32867 23 35700/30600	31690 10	30200 4	32250 2	32464 11	29709 16

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28447 310 37500/24500	25925 39 31000/22800			27250 2				24250 4
BUSINESS ADMIN (INCL MGMT	29250 2	17130 4		29250 2					17000 1
ECONOM & FINANCE (BANKING	30220 10	25286 7	24144 8	26875 4	29450 6			28000 1	27078 22 34000/23816
MARKETING/MARK MGMT (RESR		22000 1	27000 1						
LETTERS (incl English, Li	31000 1			24500 1					
VISUAL & PERFORMING ARTS		14500 1			30000 1				
HUMANITIES - OTHER								24500 1	
POLITICAL SCIENCE/GOVT		24000 1	22000 1						
PSYCHOLOGY					32000 1			31000 1	
SOCIOLOGY			24000 2						
SOCIAL SCIENCES-OTHER			14500 1			30000 1			
ARCHITECTURAL & ENVIRONME	27000 1								
MATHEMATICS									28000 1

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING	REPORTING	PRODUCTION		PUBLIC RELATIO		WRITING / EDIT
ACCOUNTING	24500	1													
BUSINESS ADMIN (INCL MGMT	26750	4	25500	6	23513	4							23000	1	
ECONOM & FINANCE (BANKING	26600	5	20000	1	23367	3									
HOTEL/RESTAURANT MGMT.													23000	1	
MARKETING/MARK MGMT (RESR			23000	1											
COMMUNICATIONS					22200	1					15000	2			
FOREIGN LANGUAGES													25000	1	
LETTERS (incl English, Li					24000	1	18000	1			20000	1			
HUMANITIES - OTHER													25000	1	
POLITICAL SCIENCE/GOVT			23500	1	22000	1									
INDUSTRIAL	32000	1													
BIOLOGICAL			22000	1											
MATHEMATICS	18000	1	26500	1											

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Bloc: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	URCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							18000 1		22059 2
BUSINESS ADMIN (INCL MGMT		21850 2	24333 3		29130 2	26400 4	26214 7	17000 1	21581 5
DISTRIBUTION MANAGEMENT				27513 12			15000 1		
ECONOM & FINANCE (BANKING		30000 1	23000 1			26400 1	22777 10		
HOTEL/RESTAURANT MGMT.		23000 1							
MANAGEMENT INFO SYSTEMS					31500 1				
MARKETING/MARK MGMT (RESR	17800 2	27194 7	26760 1		26760 2		26260 9		
COMMUNICATIONS	23000 1	19000 1			22800 1		22533 3		
TEXTILES & CLOTHING			22000 4				20250 4		
FOREIGN LANGUAGES			30000 1						
LETTERS (incl English, Li				25000 1					
VISUAL & PERFORMING ARTS							22000 1		
HUMANITIES - OTHER			27000 2						
HISTORY							27500 2		
POLITICAL SCIENCE/GOVT			23000 3					20195 1	
PSYCHOLOGY			24000 1						23000 1
SOCIAL SCIENCES-OTHER			24000 1				30000 1		28000 1
CIVIL							33000 1		
COMPUTER					32500 1				
ELECTRICAL/ELECTRONIC					32200 2		31488 5		
INDUSTRIAL					31020 1	28500 1	31392 6		
MECHANICAL						30000 1	33600 2		
ENGINEERING TECHNOLOGY		31200 1							

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
COMPUTER SCIENCE							33000	2		
CHEMISTRY							30305	4		

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
LETTERS (incl English, Li									31500 1
CRIMINAL JUSTICE		26400 1							
AEROSPACE & AERONAUTICAL							28676 2		
CHEMICAL							31680 3	33847 3	34356 17
CIVIL							27040 31 32400/24960	28938 15	29300 2
COMPUTER									31000 1
ELECTRICAL/ELECTRONIC							34468 6	29400 1	31916 30 36500/29910
ENIVRONMENTAL ENGINEERING								24960 1	
INDUSTRIAL							31500 1		31716 53 36000/29850
MECHANICAL							30122 15	30770 7	32163 67 35400/30000
METALLURGICAL							33600 1		32340 3
NUCLEAR							32560 1	32220 1	
ENGINEERING TECHNOLOGY							18900 1		32820 2
COMPUTER SCIENCE							24960 1		
ARCHITECTURAL & ENVIRONME							30000 1	29200 1	

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT					18000 1				
MANAGEMENT INFO SYSTEMS			30000 1						
AEROSPACE & AERONAUTICAL									31600 1
CHEMICAL		30000 1			35787 10		35075 112 38496/33500	35267 9	35307 30 37500/34500
CIVIL		33696 1						25799 4	26640 /
COMPUTER	30963 8		33975 6	30800 3	30800 3			32700 2	30176 8
ELECTRICAL/ELECTRONIC	31596 11	31820 29 34000/30400	30439 11	31563 4	30753 25 36800/25343	32812 1		30834 25 35000/26251	31419 55 40000/26520
ENIVRONMENTAL ENGINEERING								31200 1	
INDUSTRIAL	30467 3	21000 1		31800 1	32996 5		31560 1	32000 2	29633 6
MECHANICAL	31133 3	31161 14	30000 1		31159 23 36492/25343	30212 7	33792 5	32808 47 37200/31000	31833 33 36500/30000
METALLURGICAL					32000 1			31200 1	33300 2
MINING (INCL GEOLOGICAL)									30500 3
NUCLEAR		32610 2						32560 2	
ENGINEERING TECHNOLOGY	29800 1					30660 2		29267 3	25875 8
COMPUTER SCIENCE	33000 2		32782 5	33800 1	36800 1				
INFORMATION SCIENCES & SY				33500 2	35500 1				
PHYSICS					36000 1				

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	27500 2								
PSYCHOLOGY									18500 1
ALLIED HEALTH			24095 8		27339 7		31875 20 50000/28500		
HEALTH SCIENCES	23750 2				27305 4				
NURSING	31140 2			29356 70 39000/27000					37704 1
PHARMACY						38478 3			
BIOLOGICAL									25000 1

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						28800 1	27500 1		
BUSINESS ADMIN (INCL MGMT						30000 1			
ECONOM & FINANCE (BANKING						28000 1	33000 1	28000 1	
MANAGEMENT INFO SYSTEMS					28000 1	25364 11	30600 1		
LETTERS (incl English, Li							31000 1		
HUMANITIES - OTHER	15000 1								
PSYCHOLOGY		23000 1							
SOCIOLOGY		16500 1							
SOCIAL SCIENCES-OTHER	13000 2								
COMPUTER						38000 1	35600 2		
ELECTRICAL/ELECTRONIC						35600 2	27250 2		
INDUSTRIAL					20780 1	30683 6	30750 2		
MECHANICAL						32500 1			
AGRIBUSINESS									15000 1
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					28372 50 34500/25992	30040 13	29261 29 36000/25343		
COMPUTER PROGRAMMING					24864 6	29500 3			
INFORMATION SCIENCES & SY					26058 7	30747 10	28600 10		
SYSTEMS ANALYSIS						28980 1			
HEALTH SCIENCES			20000 1						
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS						30900 1	27500 2	30013 8	
PHYSICS							32500 2		

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC	PARALEGAL		RESEARCHERS NO	RESEARCHERS -	TEACHING	
ACCOUNTING		29600	5			26833	3							
BUSINESS ADMIN (INCL MGMT		30144	9	21267	3	23626 30000/20000	44							
DISTRIBUTION MANAGEMENT						22000	1							
ECONOM & FINANCE (BANKING		28253	15	27500	2	25479 31044/22000	27						14750	2
HOTEL/RESTAURANT MGMT.				20500	2	22700 28000/18000	30							
MANAGEMENT INFO SYSTEMS		25000	1											
MARKETING/MARK MGMT (RESR						23334	10							
COMMUNICATIONS						21183	6							
ELEMENTARY EDUCATION													24202	2
TEXTILES & CLOTHING						16000	1							
MERCHANDISING MANAGEMENT						17796	5							
LETTERS (incl English, Li		31000	3			27750	2							
VISUAL & PERFORMING ARTS						21000	1							
HUMANITIES - OTHER						15200	1		19000	1			13000	1
CRIMINAL JUSTICE									13440	1				
HISTORY				18000	1	22800	1							
POLITICAL SCIENCE/GOVT		27000	1			22544	5		22800	1				
PSYCHOLOGY		34250	2			23600	5							
SOCIOLOGY						19495	1							
SOCIAL SCIENCES-OTHER		18000	1			30000	1							
CHEMICAL		28500	1			34250	2							
CIVIL		28000	1			27000	1							
ELECTRICAL/ELECTRONIC		32720	10			29525	4							

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		31056 18		29683 6					
MECHANICAL		30571 7		32367 6					
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE		30679 14							
ARCHITECTURAL & ENVIRONME	18200 1								
BIOLOGICAL								19700 1	
CHEMISTRY								27550 4	
MATHEMATICS				21000 1	22662 14				

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28515 323 37500/24600	24851 53 31000/18000	23435 13	27214 7	29320 10	30000 1		27833 3	26286 27 34000/22000
BACHELOR - TECHNICAL	27000 1								28000 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	26450 10	24389 9	23235 10	18000 1			16667 3	24000 4	
BACHELOR - TECHNICAL	25000 2	24250 2							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19533 3	25505 12	24221 17	27320 13	27680 6	26400 5	24005 39 33000/17500	18598 2	22558 9
BACHELOR - TECHNICAL		31200 1			31980 4	29250 2	31661 20 35520/29018		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		26400 1							31500 1
BACHELOR - TECHNICAL							28901 63 37700/24960	29889 29 36500/27000	32169 175 36500/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL			30000 1		18000 1				
BACHELOR - TECHNICAL	31281 28 35500/26252	31437 48 35000/29400	31852 23 43400/26000	31932 11	32015 70 38500/25343	30562 10	34990 118 38496/33000	32064 96 37200/27000	31635 153 40000/26252

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	27500 2								18500 1
BACHELOR - TECHNICAL	27445 4		24095 8	29356 70 39000/27000	27326 11	38478 3	31875 20 50000/28500		31352 2

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	13667 3	19750 2			28000 1	26129 14	30525 4	28000 1	
BACHELOR - TECHNICAL			20000 1		27671 64 34500/25000	30847 38 40500/26500	29424 49 36000/25343	30013 8	19333 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29043 37 37500/26500	22225 8	23411 144 35000/19000		18413 3			18181 5
BACHELOR - TECHNICAL	18200 1	31102 51 37000/28000		29900 21 35500/27000	22662 14			25980 5	

AVERAGE SALARY OFFERS JULY 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30000 1							36800 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	27000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				25000 1		30100 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									39500 2
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	51000 1	38333 3			30000 1				
MBA--TECH	37000 1								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

MIDDLE ATLANTIC REGION (MAPA)

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Villanova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Middle Atlantic** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990 through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990). The block tables list data for the cumulative period and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	63	1098	$25289	$25975	$29000	$26000	$20000	434	5438	$27652	$26391	$32000	$28000	$22000
BUSINESS ADMIN (INCL MGMT	118	611	26220	23965	33000	27000	19000	224	1874	25380	23529	32000	25800	19000
DISTRIBUTION MANAGEMENT	6	35	26117	24458	*	*	*	20	108	26193	25079	29000	27130	22000
ECONOM & FINANCE (BANKING	81	590	27383	25266	32000	27500	21500	210	2472	26732	25184	32000	27000	21000
HOTEL/RESTAURANT MGMT.	1	89	12220	20484	*	*	*	35	209	22292	20752	23000	23000	18000
HUMAN RSRCS (incl LABOR R	2	36	18100	22885	*	*	*	2	140	18100	23101	*	*	*
MANAGEMENT INFO SYSTEMS	3	124	30833	27176	*	*	*	19	599	27189	27428	*	*	*
MARKETING/MARK MGMT (RESR	16	443	23896	23874	*	*	*	50	1979	24605	23543	29500	24750	19320
REAL ESTATE	+	5	+	25259				+	29	+	24509			
COMMUNICATIONS														
ADVERTISING	+	39	+	20981				+	104	+	20742			
COMMUNICATIONS	3	102	22288	21271	*	*	*	18	366	21031	21002	*	*	*
JOURNALISM	+	31	+	21096				+	134	+	19488			
TELECOMMUN/BROADCASTING	2	8	17668	19892	*	*	*	2	73	17668	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	7	224	17586	18689	*	*	*	9	598	19056	18974	*	*	*
PRE-ELEMENTARY EDUCATION	3	12	16833	18356	*	*	*	3	39	16833	17507	*	*	*
PHYSICAL EDUCATION	+	23	+	20918				+	67	+	19904			
SPECIAL EDUCATION	5	37	20958	21843	*	*	*	5	123	20958	20433	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	4	8	20694	21020	*	*	*	4	20	20694	19383	*	*	*
TEXTILES & CLOTHING	1	11	14560	18823	*	*	*	10	144	19956	20662	*	*	*
MERCHANDISING MANAGEMENT	7	41	19714	19113	*	*	*	12	94	18915	19496	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	3	38	23033	24058	*	*	*	5	76	24820	23607	*	*	*
LETTERS (incl English, Li	20	105	21414	22533	28080	21000	15000	33	262	23690	21566	31500	24000	16500
VISUAL & PERFORMING ARTS	7	51	21169	20757	*	*	*	11	119	21426	20588	*	*	*
HUMANITIES - OTHER	5	61	22077	22453	*	*	*	13	165	21237	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	4	26	17212	21501	*	*	*	6	57	18115	20745	*	*	*
HISTORY	15	65	24353	22860	*	*	*	19	125	24268	22715	*	*	*
POLITICAL SCIENCE/GOVT	8	115	26500	23681	*	*	*	23	265	24140	23677	31000	23000	20195
PSYCHOLOGY	14	116	21574	21024	*	*	*	27	299	23705	20688	32000	23000	18000
SOCIOLOGY	8	38	18223	20113	*	*	*	12	82	19148	20134	*	*	*
SOCIAL SCIENCES-OTHER	10	107	21630	20976	*	*	*	20	230	22040	21627	30000	23500	13000
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	68	32668	30688	*	*	*	5	346	30858	30509	*	*	*
AGRICULTURAL	+	6	+	30458				+	59	+	30127			
ARCHITECTURAL	+	16	+	28110				+	73	+	28916			
BIOENGINEERING & BIOMEDIC	1	5	35000	25698	*	*	*	1	52	35000	30052	*	*	*
CHEMICAL	66	417	35177	35296	36900	35400	33600	254	2290	35008	35122	36700	35400	33000
CIVIL	38	276	28793	28533	32500	28000	26500	101	1422	28083	28136	32000	28000	24960
COMPUTER	37	108	34295	32343	36000	34000	33000	72	439	33122	31490	36000	33550	26252
ELECTRICAL/ELECTRONIC	87	905	31858	31665	35500	32400	26252	310	3529	31581	31778	35000	32000	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$36000				2	6	$28080	$30019	*	*	*
INDUSTRIAL	12	140	$31927	30013	*	*	*	127	995	31192	30525	$33600	$31700	$27600
MECHANICAL	133	792	32326	31703	$35400	$33000	$30000	372	3587	32012	32064	35000	32400	29000
METALLURGICAL	7	44	30909	31589	*	*	*	15	205	31786	32235	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	28383				3	44	30500	29383	*	*	*
NUCLEAR	+	20	+	33302				6	55	32520	31750	*	*	*
PETROLEUM	1	20	38100	33504	*	*	*	1	158	38100	35202	*	*	*
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	26	184	31328	29990	37000	30500	26000	44	483	29913	29318	36000	30000	23000
INDUSTRIAL TECHNOLOGY	+	53	+	30058				+	116	+	29235			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	17	+	21448				2	123	18000	21834	*	*	*
ANIMAL SCIENCES	+	13	+	21436				+	55	+	19719			
PLANT SCIENCES	+	4	+	19125				+	32	+	21176			
NATURAL RESOURCES	+	8	+	20032				1	24	18000	19058	*	*	*
OTHER AGRICULTURAL SCIENC	3	7	28800	26829	*	*	*	3	56	28800	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	58	362	29838	30012	34500	30000	26000	177	1382	29607	29804	34000	30000	25900
COMPUTER PROGRAMMING	4	16	31000	26526	*	*	*	13	86	27822	28223	*	*	*
INFORMATION SCIENCES & SY	57	112	29876	29147	35000	30500	25200	87	457	29670	28631	35000	30000	25800
SYSTEMS ANALYSIS	+	3	+	25669				1	17	28980	30556	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	43	53	28712	28219	32000	29500	24000	78	137	28926	27436	32000	29000	23712
HEALTH SCIENCES	+	12	+	21561				7	40	25246	20827	*	*	*
NURSING	39	126	30994	28330	34100	30600	27976	112	246	30033	28270	34000	30000	27206
PHARMACY	1	47	49760	36811	*	*	*	4	86	41298	36728	*	*	*
SCIENCES														
ACTUARIAL	5	14	30920	30757	*	*	*	5	78	30920	28267	*	*	*
ARCHITECTURAL & ENVIRONME	6	27	24000	24947	*	*	*	10	106	24840	25125	*	*	*
BIOLOGICAL	4	46	17763	22283	*	*	*	7	108	19679	21800	*	*	*
CHEMISTRY	5	45	31360	25753	*	*	*	13	152	29863	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	4	+	25200				1	29	25000	23463	*	*	*
MATHEMATICS	23	103	28354	27883	33600	30600	20195	52	357	26710	27032	33300	27500	20000
PHYSICS	4	16	30575	28179	*	*	*	7	58	31900	29157	*	*	*
OTHER PHYSICAL & EARTH SC	1	9	16528	21009	*	*	*	1	18	16528	21044	*	*	*
POLYMER SCIENCE	1	2	30000	31560	*	*	*	1	8	30000	32066	*	*	*
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	1080	8407						3121	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	56	779	$26821	$26347	$32000	$27000	$20800	380	4114	$28261	$26824	$33000	$28000	$23000
ACCOUNTING (PRIVATE)	21	365	25119	25293	30000	24000	19500	74	1486	24927	25273	30000	25600	18000
COMMERCIAL BANKING (CNSMR	10	54	23704	23914	*	*	*	23	279	23552	21915	31000	23000	19100
COMMERCIAL BANKING (LENDG	6	37	25750	25302	*	*	*	13	302	26538	24171	*	*	*
INVESTMT BANKING (CORP FN	6	44	30833	29555	*	*	*	16	124	29888	29065	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24335				1	19	30000	26534	*	*	*
INVESTMT BANKG (REAL EST)	+	5	+	25525				+	19	+	25358			
INVESTMT BANKG (SALES & T	1	8	28000	22662	*	*	*	4	36	27875	23226	*	*	*
FINANCIAL/TREASURY ANALYS	21	190	26105	25976	30000	27000	21000	49	774	26243	26692	30000	27000	21000
PORTFOLIO MGMT/BROKERAGE	5	18	24500	22394	*	*	*	17	90	25706	23430	*	*	*
UNDERWRITING	3	55	23833	25135	*	*	*	14	212	24250	24012	*	*	*
INSURANCE - CLAIMS	9	75	22033	21879	*	*	*	19	191	22666	22456	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	14	20794	18098	*	*	*	4	39	20096	20370	*	*	*
MEDIA PLANNING	+	10	+	18548				+	31	+	19795			
REPORTING	+	9	+	16444				+	30	+	16517			
PRODUCTION	6	14	25667	24200	*	*	*	9	67	22667	25338	*	*	*
PUBLIC RELATIONS	3	38	21569	20413	*	*	*	7	114	22958	20322	*	*	*
WRITING / EDITING	9	47	27955	21822	*	*	*	9	112	27955	19972	*	*	*
MARKETING														
ADVERTISING	6	40	24167	23681	*	*	*	9	104	22622	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	8	68	28709	26393	*	*	*	21	276	26997	25442	31200	28000	22100
BUYER/MERCHANDISING	10	94	23256	23302	*	*	*	27	551	23864	23021	27000	24000	20000
DISTRIBUTION	7	40	26071	26430	*	*	*	20	158	26883	26152	29000	27130	25000
MARKET RESEARCH	5	59	26700	24320	*	*	*	15	135	28500	25128	*	*	*
PURCHASING	5	15	25199	25413	*	*	*	12	69	26375	24204	*	*	*
SALES	43	588	26601	24475	34600	26496	19000	102	2171	26601	24719	33200	26496	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	3	24	25148	21392	*	*	*	5	62	22528	21236	*	*	*
FINANC,TAXA, MONETARY POL	4	33	25200	23768	*	*	*	13	102	23371	23017	*	*	*
ECONOMIC PROGRAMS	4	12	21973	21721	*	*	*	4	28	21973	24373	*	*	*
LAW ENFORCEMENT	4	34	16782	22336	*	*	*	5	67	18706	24037	*	*	*
MILITARY	2	35	22000	22925	*	*	*	2	133	22000	22375	*	*	*
NATIONAL SECURITY	1	6	16305	22133	*	*	*	1	15	16305	24459	*	*	*
URBAN / REGIONAL PLANNING	1	16	16528	21773	*	*	*	1	33	16528	23546	*	*	*
ENGINEERING														
BIOENGINEERING	1	46	18000	33374	*	*	*	1	107	18000	33193	*	*	*
DESIGN / CONSTRUCT	48	475	30598	30675	34700	30463	26500	111	2007	29635	30096	34000	30000	24960
ENVIRONMENTAL/SANITATION	9	55	31311	29174	*	*	*	38	261	30226	29334	35040	29750	27000
MANUFACTURING/INDUSTRIAL	59	526	32969	31724	35400	33000	30480	235	2160	32367	31948	35400	32400	30000
SYSTEMS / PROGRAMMING	10	88	32980	31039	*	*	*	38	460	31728	31078	34500	32400	26500
POWER SYSTEMS	8	95	33375	31662	*	*	*	56	486	31714	31720	33720	32350	29760
SOFTWARE DESIGN & DEVELOP	37	156	33637	32064	36000	34000	30000	62	503	32877	31802	36000	33500	28500
HARDWARE DESIGN & DEVELOP	18	123	32794	31853	*	*	*	29	417	32467	32303	36000	33600	26252

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	35	111	$32706	$32109	$36700	$33000	$30000	106	689	$32111	$32283	$36492	$33000	$25343
TESTING	11	55	28846	29755	*	*	*	21	298	29663	30205	33300	30500	25300
PROCESS ENGINEERING	29	279	35626	35339	37000	35500	34500	147	1669	35116	35045	36900	35500	33360
PROJECT ENGINEERING	15	253	33527	31818	*	*	*	111	1383	32262	32130	35400	32400	28000
OTHER ENGINEERING	120	718	32271	31291	35100	33000	27000	273	2835	31915	31333	35500	32500	26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19788				6	38	27463	22109	*	*	*
INDUSTRIAL HYGIENE	+	22	+	29409				+	23	+	28826			
MEDICAL TECHNOLOGY	9	14	26901	25269	*	*	*	17	40	25580	23950	*	*	*
NURSES / PERSONAL CARE	39	126	30994	28425	34100	30600	27976	109	246	29942	28200	34000	30000	27000
OCCUPATIONAL THERAPY	5	9	29600	24933	*	*	*	16	28	28037	25644	*	*	*
PHARMACIST	1	42	49760	36674	*	*	*	4	68	41298	37466	*	*	*
PHYSICAL THERAPY	11	18	31045	29180	*	*	*	31	60	31581	29309	34500	30000	28600
RESPIRATORY THERAPY	+	3	+	23200				+	11	+	25030			
OTHER HEALTH RELATED	20	50	26928	22964	32000	28000	19000	23	106	26946	21842	32000	28000	19000
SOCIAL SERVICES														
ADMINISTRATION	2	19	16000	22583	*	*	*	5	56	14600	19827	*	*	*
COUNSELING	6	46	14541	16385	*	*	*	8	102	15843	16658	*	*	*
FUNDRAISING / DEVELOPMENT	1	19	16000	17893	*	*	*	2	35	18000	16930	*	*	*
SOCIAL WORK	9	40	16309	16994	*	*	*	9	82	16309	17313	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	49	288	27786	28696	32400	27000	24000	114	1232	27724	28589	32000	27250	24000
INFORMATION SYSTEMS	18	135	30294	28913	*	*	*	70	608	29761	28262	34500	30550	23000
SYSTEMS ANALYSIS & DESIGN	40	201	30788	29333	34000	30250	28000	93	689	30058	29539	34000	30000	27000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	7	28	30800	30740	*	*	*	16	123	30231	30222	*	*	*
AGRICULTURE/NAT'L RESOURC	+	32	+	19888				3	162	19333	20122	*	*	*
ARCHITECTURE	5	12	22000	22980	*	*	*	6	35	21367	21993	*	*	*
CONSULTING	59	229	29807	28351	33500	31000	27000	147	987	30064	28679	34500	30600	26500
HUMAN RESRCS /INDUS RELS	4	49	20099	22568	*	*	*	12	172	21516	23233	*	*	*
MANAGEMENT TRAINEE	78	723	24759	22257	31000	24000	19500	244	2459	24403	22269	30500	24000	19000
MATH/STATISTICIANS	6	20	23429	26909	*	*	*	20	49	22892	25451	30480	21096	19493
PARALEGAL	9	31	21533	22006	*	*	*	12	61	20753	20908	*	*	*
RESEARCHERS NON-TECHNICAL	9	16	27733	25456	*	*	*	9	47	27733	22480	*	*	*
RESEARCHERS - TECHNICAL	10	27	29900	28073	*	*	*	15	80	28593	27896	*	*	*
TEACHING	21	392	19417	19634	23791	20800	13000	26	1027	19180	19353	24400	20650	13000
TOTALS	1080	8407						3121	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	83	+	$29484				1	365	$30000	$29647	*	*	*
MBA--NON-TECH	5	228	$35878	36009	*	*	*	17	798	35488	36175	*	*	*
MBA--TECH	+	49	+	36349				1	174	37000	37737	*	*	*
MS-BUSINESS	+	3	+	27753				1	58	45000	34347	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	31	+	32530				1	246	44400	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	2	15	30600	30646	*	*	*	11	72	30309	31487	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	29700				3	49	41300	33739	*	*	*
MARKETING/MKTNG MGT (RESE	1	11	42000	32109	*	*	*	1	90	42000	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	+	9	+	29422				+	17	+	27602			
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	24987				+	30	+	25698			
ELEMENTARY EDUCATION	+	12	+	24005				+	36	+	22893			
PHYSICAL EDUCATION	+	5	+	23598				+	11	+	27508			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	10	+	24141				+	37	+	22798			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	+	5	+	24920				+	9	+	22400			
VISUAL & PERFORMING ARTS	+	2	+	27802				+	9	+	25399			
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				+	2	+	22500			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				+	47	+	24169			
SOCIOLOGY	+	+	+	+				+	3	+	20500			
SOCIAL SCIENCES - OTHER	1	17	24000	27713	*	*	*	1	26	24000	26536	*	*	*

continued

MAPA REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	28	+	$37713				+	86	+	$36114			
AGRICULTURAL	1	2	$52896	41448	*	*	*	1	8	$52896	37700	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	4	+	36500			
CHEMICAL	3	19	36067	36512	*	*	*	5	152	37360	37862	*	*	*
CIVIL	4	50	31313	32770	*	*	*	5	242	30751	32366	*	*	*
COMPUTER	+	24	+	37496				2	55	41950	35748	*	*	*
ELECTRICAL/ELECTRONIC	6	114	36448	37907	*	*	*	21	405	37999	37526	$40500	$38000	$31490
INDUSTRIAL	1	17	41000	33031	*	*	*	7	87	37057	35362	*	*	*
MECHANICAL	7	98	34909	35346	*	*	*	25	346	36062	36506	39000	36840	32160
METALLURGICAL	+	9	+	36878				+	38	+	36792			
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	+	1	+	38400				+	19	+	36728			
PETROLEUM	1	3	39000	41400	*	*	*	2	29	34500	38412	*	*	*
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				1	13	24000	25696	*	*	*
HEALTH SCIENCES	+	+	+	+				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				+	13	+	22839			
ARCHITECTURAL & ENVIRONME	+	3	+	23885				+	11	+	26905			
BIOLOGICAL	1	5	29800	22360	*	*	*	1	13	29800	27279	*	*	*
CHEMISTRY	+	2	+	36660				6	23	31750	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	99	28354	37175	*	*	*	14	266	35885	36849	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	1	10	37020	34086	*	*	*	4	63	28955	33644	*	*	*
MATHEMATICS (INCL ACTUARI	1	13	22500	29390	*	*	*	3	45	32167	30069	*	*	*
PHYSICS	+	1	+	41600				1	12	24705	31480	*	*	*
POLYMER	+	+	+	+				6	9	34980	37098	*	*	*
TOTALS	40	1026						141	4048					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	81	$21900	$39595	*	*	*	1	397	$21900	$43310	*	*	*
MBA--TECH	+	19	+	47446				+	115	+	48191			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	64	+	40320				+	453	+	45683			
MBA--TECH	+	46	+	46161				+	234	+	50355			
OVER 4 YEARS														
MBA--NON-TECH	+	66	+	43515				1	341	45300	45883	*	*	*
MBA--TECH	+	49	+	46586				+	171	+	51452			
TOTALS	1	325						2	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	1	17	$60000	$55606	*	*	*	3	25	$58667	54788	*	*	*
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				1	43	37500	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				2	6	32520	30340	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	+	7	+	35857				+	13	+	34154			
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	1	5	49000	37800	*	*	*	1	10	49000	34200	*	*	*
ENGINEERING														
AEROSPACE	+	2	+	56000				+	6	+	48932			
CHEMICAL	7	45	48301	50392	*	*	*	35	177	49640	50524	$53004	$50000	$46800
CIVIL	1	11	37440	45177	*	*	*	1	20	37440	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	7	51	51814	53315	*	*	*	8	84	52463	53147	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	1	15	54000	51853	*	*	*	2	40	52000	49887	*	*	*
METALLURGICAL	3	12	49167	46867	*	*	*	8	30	46586	47296	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				+	16	+	38912			
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	1	40	48000	45258	*	*	*	7	145	45166	45356	*	*	*
GEOLOGICAL SCIENCES	+	3	+	41267				1	14	48900	38028	*	*	*
MATHEMATICS	1	5	33500	48704	*	*	*	1	11	33500	42775	*	*	*
PHYSICS	1	6	54000	41717	*	*	*	1	17	54000	41486	*	*	*
POLYMER	+	1	+	45000				+	8	+	46625			
TOTALS	24	261						71	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	28165 353 37500/23040			22667 6	27000 1	28850 4	22267 3	30333 3	
BUSINESS ADMIN (INCL MGMT	22425 4	17250 2		23526 14	30000 1	24810 10	24513 8	29991 32 37500/28000	
DISTRIBUTION MANAGEMENT						15000 1			
ECONOM & FINANCE (BANKING	29646 24 35500/26500			26206 28 34000/21500	31938 8	28100 5	27700 1	28545 22 33000/25000	
HUMAN RSRCS (incl LABOR R				18000 1					
MANAGEMENT INFO SYSTEMS						33500 1		25000 1	28000 1
MARKETING/MARK MGMT (RESR				23667 3		25800 1			
COMMUNICATIONS		12000 1				18000 1		19000 1	
FOREIGN LANGUAGES				25550 2		18000 1			
LETTERS (incl English, Li	30000 2	18667 3		23500 3	31000 1	20000 1	27790 2	33000 1	
VISUAL & PERFORMING ARTS		17500 1			30000 1	25900 1	19843 1		
HUMANITIES - OTHER					24500 1				25000 1
HISTORY				27667 3				30000 1	
POLITICAL SCIENCE/GOVT				27000 2			31000 1	29600 5	
PSYCHOLOGY	34250 2				31500 2				
SOCIOLOGY				24000 2		26500 1			
SOCIAL SCIENCES-OTHER				22833 3	21000 1		18000 1	23000 1	
CHEMICAL	28500 1							31942 5	36504 1
CIVIL			30000 1					27351 32 31000/24960	27358 17
COMPUTER						36725 4	34629 14	32167 3	
ELECTRICAL/ELECTRONIC	33000 5		26520 1		28000 1	33713 16	33543 7	32377 13	31200 1
ENIVRONMENTAL ENGINEERING								24960 1	31200 1
INDUSTRIAL	31500 5					34500 1	32280 1	30106 17	31000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 1 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MECHANICAL	34000 2					33100 5	32400 1	29873 17	31311 8
ENGINEERING TECHNOLOGY						33500 2	29800 1	30500 2	21667 3
COMPUTER SCIENCE	32000 2			26297 3		30600 12	29605 40 37000/27000	30324 17	24960 1
COMPUTER PROGRAMMING							25400 3		
INFORMATION SCIENCES & SY				26450 2		30496 28 40500/26500	29032 13	30522 9	
SYSTEMS ANALYSIS							28980 1		
ARCHITECTURAL & ENVIRONME	27000 1		24025 8						
CHEMISTRY					37000 1				
MATHEMATICS	31000 1				32000 1	31825 4	32528 2	31967 3	
PHYSICS						33000 2	28900 2		

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24750 6		24000 2	26000 1	20800 1	24250 4		18720 1	
BUSINESS ADMIN (INCL MGMT	24654 13	21500 2	25000 1	22885 24 35000/19000	11520 1	22607 28 27600/19000			29600 5
DISTRIBUTION MANAGEMENT						21100 2			
ECONOM & FINANCE (BANKING	27306 28 45000/21500			23884 16		24756 9	27000 1		29000 1
HOTEL/RESTAURANT MGMT.		21889 9	22384 24 28000/19000						
HUMAN RSRCS (incl LABOR R							18200 1		
MANAGEMENT INFO SYSTEMS							23000 1		
MARKETING/MARK MGMT (RESR	23000 1			25667 3		22963 15			
COMMUNICATIONS	18000 1	23000 1		22200 1		21586 7			22800 1
TEXTILES & CLOTHING						19375 8			
MERCHANDISING MANAGEMENT						18915 12			
FOREIGN LANGUAGES						30000 1			
LETTERS (incl English, Li				24333 3	22000 1	24000 1			20233 3
VISUAL & PERFORMING ARTS				24000 1		17750 2			
HUMANITIES - OTHER					19000 1	22300 4			
CRIMINAL JUSTICE					13440 1			17000 1	
HISTORY	29000 1				21750 4	24600 3	26000 1		
POLITICAL SCIENCE/GOVT	21000 1	16120 1		23875 4	22800 1	23000 4			
PSYCHOLOGY		20000 1		30500 2	19000 2	22333 6			
SOCIOLOGY	22000 1					19495 1			
SOCIAL SCIENCES-OTHER	29000 2					24333 3		12480 1	
CIVIL				31000 1					
ELECTRICAL/ELECTRONIC				31000 1					

ERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
INDUSTRIAL	32000	1						24700	2				29000	2
MECHANICAL	25000	1												
COMPUTER SCIENCE	30251	6			27338	4		29000	1	23000	1		27000	4
INFORMATION SCIENCES & SY					35000	1								
PHARMACY								45680	2					
ACTUARIAL	32300	1			30575	4								
BIOLOGICAL					22000	1								
MATHEMATICS	16998	2			29367	9								

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				24425 4		23150 2	23580 5		19500 1
BUSINESS ADMIN (INCL MGMT	22000 1		21500 2	29000 1		21186 7			23010 1
ECONOM & FINANCE (BANKING		24000 1	22167 6		14750 2	23599 7			
MANAGEMENT INFO SYSTEMS			23167 6						
MARKETING/MARK MGMT (RESR				28500 2		20195 1			
COMMUNICATIONS			25000 1				20195 1		
TELECOMMUN/BROADCASTING									11000 1
ELEMENTARY EDUCATION					20858 7				
PRE-ELEMENTARY EDUCATION					16833 3				
SPECIAL EDUCATION					20958 5				
HUMAN ECOLOGY (HOME ECONO					21192 3				19200 1
LETTERS (incl English, Li					15000 1	16305 1			
VISUAL & PERFORMING ARTS					22150 2				
HUMANITIES - OTHER					13000 1	22887 1			16000 1
CRIMINAL JUSTICE				26400 1		11648 1	20100 2		
HISTORY					19000 1	19600 3			
POLITICAL SCIENCE/GOVT			15600 1			20195 1	27000 1		
PSYCHOLOGY					20000 1	21598 2	23000 1	18500 1	
SOCIOLOGY		25000 1				16280 1		20000 1	
SOCIAL SCIENCES-OTHER						21000 1			18000 2
AEROSPACE & AERONAUTICAL						30529 3			
CHEMICAL				32900 2		26000 1			
CIVIL	30625 1		28000 1	31274 4		26375 4	26835 8		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER					24000 1	25687 7			
ELECTRICAL/ELECTRONIC		34580 5	29910 1	32350 33 36500/30480	25343 3	26761 41 36000/25343	29333 3		
INDUSTRIAL			30400 3	31700 1		21031 3			
MECHANICAL		32000 2		32871 23 37000/31000		24638 19	29663 3		
METALLURGICAL						20463 1			
NUCLEAR				32100 1					
ENGINEERING TECHNOLOGY				33250 4		28000 1			
COMPUTER SCIENCE		31900 2	25086 7	30000 1	18000 1	25287 10			
COMPUTER PROGRAMMING			27900 1		25570 4				
INFORMATION SCIENCES & SY			22800 2	27798 2			26500 1		19000 1
ALLIED HEALTH					28631 1			27678 50 32000/23600	31412 26 50000/28000
HEALTH SCIENCES					26237 1			26500 2	25827 3
NURSING					27500 5			30211 99 39000/27500	29410 8
PHARMACY								36917 2	
BIOLOGICAL					17000 2	19000 1			18050 1
CHEMISTRY						20200 1			
MATHEMATICS				23248 2		20277 14			24000 1
PHYSICS				35000 1					
OTHER PHYSICAL & EARTH SC							16528 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 4 - PAGE 1

BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING									28145 13
BUSINESS ADMIN (INCL MGMT								16800 1	27590 14
DISTRIBUTION MANAGEMENT								22000 1	28451 7
ECONOM & FINANCE (BANKING					26400 2			21400 5	28500 3
MANAGEMENT INFO SYSTEMS								30450 4	31500 1
MARKETING/MARK MGMT (RESR							29736 1	26400 1	27320 7
ELEMENTARY EDUCATION			12750 2						
FOREIGN LANGUAGES		25000 1							
LETTERS (incl English, Li	13000 1		12000 1				18000 1		31500 1
POLITICAL SCIENCE/GOVT				12000 1					
PSYCHOLOGY			17782 3						
SOCIOLOGY			13125 4						
SOCIAL SCIENCES-OTHER			14000 2				25320 1		
AEROSPACE & AERONAUTICAL					31600 1				
CHEMICAL					35500 1		30796 2	31800 3	35266 158 38500/34200
CIVIL								27839 18	30250 2
COMPUTER					32525 4				35100 2
ELECTRICAL/ELECTRONIC					31199 5	30000 1	32082 5	31700 2	33750 16
INDUSTRIAL							32072 6	32540 10	32087 21 35520/31000
MECHANICAL					31233 14		32570 30 35040/31000	31492 22 34000/30000	33681 39 36492/31500
METALLURGICAL					34000 1		33600 1		
ENGINEERING TECHNOLOGY					40000 1		26000 1	30267 3	28028 1
AGRIBUSINESS						18000 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					30096 1			27669 3	32133 15
COMPUTER PROGRAMMING					32000 1				31000 1
INFORMATION SCIENCES & SY					31500 2		34800 1	26400 1	32350 3
ALLIED HEALTH			27000 1						
HEALTH SCIENCES				20000 1					
BIOLOGICAL									19700 1
CHEMISTRY									30602 10
MATHEMATICS								24000 2	31200 2
PHYSICS					28500 1				

VERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
Y CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	27500 1	25200 1	24000 1	27500 2	24390 2			35000 1	28250 10
BUSINESS ADMIN (INCL MGMT	30150 4	26189 9	27950 4	33225 4	24567 6			27000 1	24810 3
DISTRIBUTION MANAGEMENT									28167 3
ECONOM & FINANCE (BANKING	23503 5	26260 5	25165 6	29115 13					27688 8
MANAGEMENT INFO SYSTEMS		30000 1			25800 1				29500 2
MARKETING/MARK MGMT (RESR		25933 3	30000 1	27250 2	24000 1				26000 1
COMMUNICATIONS			24600 1						
TEXTILES & CLOTHING				30000 1					
LETTERS (incl English, Li	25438 2	31250 2							
HUMANITIES - OTHER			26496 1						
HISTORY			26496 1		28000 1				
PSYCHOLOGY			26496 1	26500 2					
SOCIAL SCIENCES-OTHER			26496 1						
AEROSPACE & AERONAUTICAL		31100 1							
BIOENGINEERING & BIOMEDIC				35000 1					
CHEMICAL	34350 1	34650 7		35400 4	32725 8			34635 3	36325 37 37500/35000
CIVIL					26000 1			36000 1	32650 6
COMPUTER	35367 12	33390 15		33450 2				31500 3	33000 1
ELECTRICAL/ELECTRONIC	33141 19	31791 85 40000/30000		33240 3	32081 19	32400 2		34000 5	34260 5
INDUSTRIAL		32055 30 35500/30000	32127 4	33000 1	27650 4			31200 6	34962 2
MECHANICAL	33667 3	31967 52 35100/30100	31667 3	31000 2	31931 48 36240/30000		34175 4	34791 11	35230 22 37500/33600
METALLURGICAL		32100 1			32392 10				
MINING (INCL GEOLOGICAL)						30000 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
NUCLEAR		32670 2			32560 3				
PETROLEUM									38100 1
ENGINEERING TECHNOLOGY	30000 1	29119 14			30360 5				43000 1
NATURAL RESOURCES								18000 1	
OTHER AGRICULTURAL SCIENC			28800 3						
COMPUTER SCIENCE	29374 8	32196 24 36800/29000			27100 2		23000 1		31000 2
COMPUTER PROGRAMMING		30700 2							
INFORMATION SCIENCES & SY	27340 4	28060 5		33333 6	27840 5				
CHEMISTRY					25000 1				
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS	30400 3	33300 1			31200 1				29940 2
PHYSICS		36000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING													19667	6
BUSINESS ADMIN (INCL MGMT			23800	2					24882	2	29333	6	25073	11
DISTRIBUTION MANAGEMENT			26833	6										
ECONOM & FINANCE (BANKING									22668	2			24600	2
HOTEL/RESTAURANT MGMT.													23000	2
MARKETING/MARK MGMT (RESR	18500	2			21600	1			22668	2	23000	1	25200	1
COMMUNICATIONS									22668	1				
TELECOMMUN/BROADCASTING									24336	1				
TEXTILES & CLOTHING									14560	1				
LETTERS (incl English, Li											31815	1	25000	1
VISUAL & PERFORMING ARTS									16640	1			22000	1
HUMANITIES - OTHER													20000	2
PSYCHOLOGY													18000	1
SOCIAL SCIENCES-OTHER													30000	1
CHEMICAL			34260	9							33950	10	35000	1
CIVIL					29200	1							27500	3
COMPUTER			33900	1			34000	1			31800	1	33100	1
ELECTRICAL/ELECTRONIC					33600	3	34100	1			32500	4	29950	4
INDUSTRIAL							28500	1					31590	5
MECHANICAL			33471	7	30957	7	31500	2	32250	2	32750	12	31145	11
METALLURGICAL													32700	1
MINING (INCL GEOLOGICAL)													31500	1
ENGINEERING TECHNOLOGY											31200	1	27967	3

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
COMPUTER SCIENCE		31150 6		27600 2		30480 1	
COMPUTER PROGRAMMING		30900 1					
INFORMATION SCIENCES & SY		30600 1					
ARCHITECTURAL & ENVIRONME			29200 1				
BIOLOGICAL							25000 1
MATHEMATICS						31500 1	27500 1
POLYMER SCIENCE				30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	28239 385 37500/23000	17143 7		24825 67 34000/19100	30125 16	25433 27 33500/20000	24413 17	29204 67 37500/25000	26500 2
BACHELOR - TECHNICAL	31824 17		24872 10	26358 5	32333 3	31996 74 43400/26500	30632 85 42000/26800	29782 119 37200/26000	28346 33 36504/24960

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	26011 54 45000/20000	21366 14	22601 27 28000/19000	23820 55 35000/19000	19547 12	22214 110 36500/18000	23550 4	16067 3	26050 10
BACHELOR - TECHNICAL	27709 11			29283 21 35000/26000		33952 5	23000 1		27667 6

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 1	24500 2	22225 16	26263 8	19449 26 25000/13000	21082 28 28000/17000	22830 10	19250 2	17816 7
BACHELOR - TECHNICAL	30625 1	33411 9	26547 15	32140 74 40000/29760	24815 18	25054 106 36000/20195	27168 18	29422 153 39000/25409	29763 40 50000/23000

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	13000 1	25000 1	14279 12	12000 1	26400 2		24352 3	24500 12	28066 46 34600/26640
BACHELOR - TECHNICAL			27000 1	20000 1	31814 32 40000/30000	22000 3	32303 46 35040/31000	30099 64 35400/26000	34156 271 38500/31000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26374 12	26786 21 31500/24900	26316 17	29329 24 33900/24500	24907 11			31000 2	27701 27 32544/26400
BACHELOR - TECHNICAL	32451 51 39000/27600	31873 240 40000/29600	30991 10	33591 19	31436 107 36240/28800	31200 4	31940 5	33077 30 36000/31200	35215 80 43000/32500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	18500 2	26075 8	21600 1		21864 10	28852 8	23186 28 32000/18000
BACHELOR - TECHNICAL		32998 25 35700/30600	31325 12	30600 8	32250 2	32916 30 36000/31200	30361 32 35000/28000

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	35000 2			23000 1				36800 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	27000 1								
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH				25000 1		30100 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									39500 2
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	51000 1	38333 3			30000 1				38796 3
MBA--TECH	37000 1								

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	28157 352 37500/23000	25322 52 35000/20000	17000 1		24833 3				24250 4
BUSINESS ADMIN (INCL MGMT	25500 3	20903 7	11440 1	29250 2					24427 11
ECONOM & FINANCE (BANKING	30081 21 35500/28000	26750 12	25296 11	27500 8	30970 10			28000 1	27293 28 34000/23816
HUMAN RSRCS (incl LABOR R				18000 1					
MARKETING/MARK MGMT (RESR		22000 1	27000 1						
FOREIGN LANGUAGES			19100 1						32000 1
LETTERS (incl English, Li	31000 1		23000 2	24500 1					
VISUAL & PERFORMING ARTS		14500 1			30000 1				
HUMANITIES - OTHER								24500 1	
HISTORY			32000 1						28000 1
POLITICAL SCIENCE/GOVT		24000 1	22000 1						24000 2
PSYCHOLOGY					32000 1			31000 1	
SOCIOLOGY			24000 2						
SOCIAL SCIENCES-OTHER			14500 1	24000 1		30000 1			
ELECTRICAL/ELECTRONIC	31000 1							28000 1	
INFORMATION SCIENCES & SY			26400 1						
ARCHITECTURAL & ENVIRONME	27000 1								
MATHEMATICS	31000 1				32000 1				24000 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING	REPORTING	PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	24500	1									30000	2				
BUSINESS ADMIN (INCL MGMT	26333	6	25286	7	22317	9					27000	2	23000	1		
ECONOM & FINANCE (BANKING	25833	6	21750	2	23520	5									29000	1
HOTEL/RESTAURANT MGMT.													23000	1		
MARKETING/MARK MGMT (RESR			23000	1							15000	1				
COMMUNICATIONS					22200	1					15000	2				
FOREIGN LANGUAGES													25000	1		
LETTERS (incl English, Li					21000	2	18000	1			22500	2	16500	1	25099	6
VISUAL & PERFORMING ARTS			24000	1			20794	3								
HUMANITIES - OTHER													23944	2		
POLITICAL SCIENCE/GOVT			23500	1	22000	1										
PSYCHOLOGY					26000	1										
SOCIOLOGY	22000	1														
SOCIAL SCIENCES-OTHER													25320	1		
INDUSTRIAL	32000	1														
INFORMATION SCIENCES & SY															36000	2
BIOLOGICAL			22000	1												
MATHEMATICS	22750	2	26500	1												

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING		BRAND/PRODUCT		BUYER/MERCHAND		DISTRIBUTION		MARKET RESEARC		PURCHASING		SALES		EXECUTIVE, LEG		FINANC,TAXA, M	
ACCOUNTING			20000	1									18000	1			24423	5
BUSINESS ADMIN (INCL MGMT	16500	1	28917	6	25000	4	21500	2	28753	3	26640	5	26635	19	18598	2	21581	5
DISTRIBUTION MANAGEMENT							27791	16			18200	1	15000	1				
ECONOM & FINANCE (BANKING	31500	2	30000	1	26500	2	25000	1			28200	2	24561	18			22800	1
HOTEL/RESTAURANT MGMT.			23000	1														
MANAGEMENT INFO SYSTEMS			30000	1					31500	1					29000	1		
MARKETING/MARK MGMT (RESR	21867	3	26670	8	23920	3			29005	4	20195	1	24956	12				
COMMUNICATIONS	23000	1	19000	1					22800	1			22533	3				
TELECOMMUN/BROADCASTING													24336	1				
TEXTILES & CLOTHING					20512	5							20250	4				
MERCHANDISING MANAGEMENT					18500	2												
FOREIGN LANGUAGES					30000	1							18000	1				
LETTERS (incl English, Li	18000	1	26875	1			25000	1					18000	1				
VISUAL & PERFORMING ARTS	17500	1											22000	1				
HUMANITIES - OTHER					27000	2							25748	2				
HISTORY					27000	1							27165	3				
POLITICAL SCIENCE/GOVT					23000	3									20195	1		
PSYCHOLOGY					25500	2			18000	1	30000	1	22748	2			23000	1
SOCIOLOGY									25000	1								
SOCIAL SCIENCES-OTHER					24500	2							28248	2			28000	1
CHEMICAL													36574	4				
CIVIL													33000	1				
COMPUTER									32500	1								

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ELECTRICAL/ELECTRONIC					32200 2		30407 6	26250 1	
INDUSTRIAL					31020 1	28500 1	31193 7		
MECHANICAL						30000 1	33600 2		
ENGINEERING TECHNOLOGY		31200 1							
OTHER AGRICULTURAL SCIENC							28800 3		
COMPUTER SCIENCE							33000 2		
INFORMATION SCIENCES & SY							18000 1		
CHEMISTRY							29804 5		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT									33300 1
ECONOM & FINANCE (BANKING	21973 4		27000 1						
LETTERS (incl English, Li				16305 1					31500 1
CRIMINAL JUSTICE		20262 4							
SOCIAL SCIENCES-OTHER		12480 1							
AEROSPACE & AERONAUTICAL							30399 3		
CHEMICAL							33088 5	33568 5	34528 23 36900/32760
CIVIL							27509 52 32437/24960	29087 18	29300 2
COMPUTER									31000 1
ELECTRICAL/ELECTRONIC							33259 7	29400 1	31994 41 36500/30000
ENIVRONMENTAL ENGINEERING								24960 1	
INDUSTRIAL							31500 1	27000 1	31883 60 36000/29850
MECHANICAL							30846 29 34200/28000	30932 9	32357 99 36840/30000
METALLURGICAL							33600 1		32340 3
NUCLEAR							32560 1	32220 1	
ENGINEERING TECHNOLOGY							31241 8	36000 1	33160 4
COMPUTER SCIENCE							24960 1		
INFORMATION SCIENCES & SY							38500 1		
ARCHITECTURAL & ENVIRONME							32000 2	29200 1	
BIOLOGICAL						18000 1			
MATHEMATICS			17000 1						
OTHER PHYSICAL & EARTH SC					16528 1				

VERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

T CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT					18000 1				
MANAGEMENT INFO SYSTEMS			30000 1						
AEROSPACE & AERONAUTICAL					31490 1				31600 1
BIOENGINEERING & BIOMEDIC					35000 1				
CHEMICAL		30000 1			35337 17		35178 140 38496/33500	35328 11	35185 42 37500/34350
CIVIL		33696 1						25799 4	28586 16
COMPUTER	31950 12		34598 20 43400/32000	33143 7	30800 3	33350 2		32700 2	32810 20 39000/26252
ELECTRICAL/ELECTRONIC	31658 13	31826 30 34000/30400	31498 19	32497 16	30520 31 36800/25343	33737 3	36500 1	30897 27 35000/26251	31543 83 40000/26252
ENIVRONMENTAL ENGINEERING								31200 1	
INDUSTRIAL	30467 3	21000 1		31800 1	32996 5		31560 1	32000 2	29675 8
MECHANICAL	30875 4	31938 20 37000/29760	30000 1		32074 38 37500/26252	27976 13	33792 5	32968 54 37200/31000	32222 76 36500/30000
METALLURGICAL					32450 2			25832 2	32800 7
MINING (INCL GEOLOGICAL)									30500 3
NUCLEAR		32610 2						32560 2	
PETROLEUM								38100 1	
ENGINEERING TECHNOLOGY	29800 1	32500 1		28500 2	29500 2	30440 3		31860 5	26607 14
COMPUTER SCIENCE	33000 2		32284 18	33800 1	35150 2				
INFORMATION SCIENCES & SY	33000 1		34880 2	33500 2	33000 2				
MATHEMATICS			37056 1						33300 1
PHYSICS	33500 2				36000 1				28500 1
POLYMER SCIENCE									30000 1

VERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT
Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING	27500 2								
HUMAN ECOLOGY (HOME ECONO									19200 1
PSYCHOLOGY									18500 1
ALLIED HEALTH			25580 17		28281 12		31581 31 50000/28600		28371 17
HEALTH SCIENCES	23750 2				27305 4				
NURSING	31140 2			29942 109 39000/27000					37704 1
PHARMACY						41298 4			
BIOLOGICAL									20683 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						28800 1	27500 1		
BUSINESS ADMIN (INCL MGMT					25900 1	31000 3	24000 1		
ECONOM & FINANCE (BANKING						28000 1	33000 1	28500 2	
MANAGEMENT INFO SYSTEMS					28000 1	26042 12	30600 1		
TELECOMMUN/BROADCASTING				11000 1					
ELEMENTARY EDUCATION		12500 1							
LETTERS (incl English, Li	12000 1						31000 1		
HUMANITIES - OTHER	15000 1		16000 1						
CRIMINAL JUSTICE		14200 1							
POLITICAL SCIENCE/GOVT		12000 1				31000 1			
PSYCHOLOGY	20000 1	18923 2		19250 2					
SOCIOLOGY		14750 2		14820 4	26500 1				
SOCIAL SCIENCES-OTHER	13000 2			19000 2		22000 2			
CHEMICAL					33840 1				
COMPUTER					24000 1	38000 1	35600 2		
ELECTRICAL/ELECTRONIC						35600 2	29250 6		
INDUSTRIAL					20780 1	31229 7	30750 2		
MECHANICAL					31000 1	32500 1	31250 2		
ENGINEERING TECHNOLOGY					35000 1		30000 1		
AGRIBUSINESS									15000 1
NATURAL RESOURCES									18000 1
COMPUTER SCIENCE					28071 67 34500/25000	30343 17	29569 46 36000/26004		
COMPUTER PROGRAMMING					26909 9	29500 3	31000 1		

VERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
Y CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INFORMATION SCIENCES & SY					27084 30 35000/24000	30279 16	30725 24 37000/27600		
SYSTEMS ANALYSIS						28980 1			
ALLIED HEALTH		20700 1							
HEALTH SCIENCES			20000 1						
ACTUARIAL								30920 5	
CHEMISTRY						37000 1			
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS						30900 1	27500 2	30233 9	
PHYSICS							32500 2		

ERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29600 5		26833 3					
BUSINESS ADMIN (INCL MGMT		29779 33 37500/27600	21160 5	24106 80 36000/19000			32000 3		
DISTRIBUTION MANAGEMENT				23000 2					
ECONOM & FINANCE (BANKING		28543 23 33000/26500	27500 2	24985 37 31044/21000			25300 4	24000 1	14750 2
HOTEL/RESTAURANT MGMT.			20500 2	22362 31 28000/18000					
HUMAN RSRCS (incl LABOR R			18200 1						
MANAGEMENT INFO SYSTEMS		25000 1							
MARKETING/MARK MGMT (RESR				23789 15					
COMMUNICATIONS				21551 9					
ELEMENTARY EDUCATION									19875 8
PRE-ELEMENTARY EDUCATION									16833 3
SPECIAL EDUCATION									20958 5
HUMAN ECOLOGY (HOME ECONO									21192 3
TEXTILES & CLOTHING				16000 1					
MERCHANDISING MANAGEMENT				18998 10					
LETTERS (incl English, Li		26500 4		28833 3		22000 1			15000 1
VISUAL & PERFORMING ARTS				21000 1					22150 2
HUMANITIES - OTHER				17600 2		19000 1			13000 1
CRIMINAL JUSTICE						13440 1			
HISTORY		30000 1	18000 1	23933 3		22300 6	20000 1		19000 1
POLITICAL SCIENCE/GOVT		29600 5		22544 5		22800 1			
PSYCHOLOGY		34250 2	20195 1	23667 6		19000 2			
SOCIOLOGY				19495 1					

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER		18000 1		25000 3					
CHEMICAL		29505 2		34500 3					
CIVIL		28250 6		27000 1					
ELECTRICAL/ELECTRONIC		33386 14		29820 5					
INDUSTRIAL		31056 18		29683 6					
MECHANICAL		30750 8		32238 8			32400 1		
AGRIBUSINESS				21000 1					
COMPUTER SCIENCE		30605 19		30000 2					
INFORMATION SCIENCES & SY		30925 4						32600 1	
ARCHITECTURAL & ENVIRONME	21367 6								
BIOLOGICAL								17850 2	
CHEMISTRY								28886 7	
MATHEMATICS		30600 1		27540 5	22892 20 31500/19493			33600 4	
PHYSICS				26800 1					

VERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
Y TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	28250 377 37500/23000	24927 74 35500/18000	23422 22 34000/19100	26538 13	29747 15	30000 1		27833 3	26339 47 34000/21000
BACHELOR - TECHNICAL	29667 3		26400 1		32000 1			28000 1	24000 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	25679 14	24250 12	22666 19	20096 4			22667 9	22958 7	25656 7
BACHELOR - TECHNICAL	25833 3	24250 2							36000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22622 9	26787 20 33000/21600	23864 27 30000/20000	26883 20 30000/25000	27235 11	25800 10	24599 71 45000/18000	21598 4	23371 13
BACHELOR - TECHNICAL		31200 1			31980 4	29250 2	31184 31 37296/27800	26250 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21973 4	18706 5	27000 1	16305 1					32400 2
BACHELOR - TECHNICAL			17000 1		16520 1	18000 1	29635 111 40000/24960	30226 38 36500/27000	32367 233 43000/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL			30000 1		18000 1				
BACHELOR - TECHNICAL	31728 38 35700/26500	31714 56 37000/29760	32924 61 43400/28500	32467 29 37500/26252	32245 105 38500/26252	29663 21 36000/25300	35116 147 38496/33360	32262 111 40000/28000	31915 273 40000/26252

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	27500 2								18850 2
BACHELOR - TECHNICAL	27445 4		25580 17	29942 109 39000/27000	28037 18	41298 4	31581 31 50000/28600		27717 21 37704/22000

AVERAGE SALARY OFFERS SEPTEMBER 1990 MAPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	14600 5	15149 7	16000 1	16309 9	26800 3	26865 20 34000/23000	29220 5	28500 2	
BACHELOR - TECHNICAL		20700 1	20000 1		27749 111 35000/24000	30919 50 40500/25900	30105 88 37000/27000	30479 14	19333 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		29103 75 37500/26500	21516 12	23553 212 36000/19000		20753 12	27150 8	24000 1	19180 26 25000/13000
BACHELOR - TECHNICAL	21367 6	31065 72 37200/28000		30034 32 35500/26800	22892 20 31500/19493		32400 1	28921 14	

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engineering
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990 through February 8, 1990) and cumulatively (September 1, 1989, and February 8, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 1 FEBRUARY 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	512	647	$27721	$27070	$30000	$27700	$25200	722	1187	$27278	$26548	$30000	$27000	$24900
BUSINESS ADMIN (INCL MGMT	31	57	23553	22347	28000	24000	19000	104	243	22370	21855	28500	21177	17500
DISTRIBUTION MANAGEMENT	8	8	25200	25200	*	*	*	14	18	24583	24489	*	*	*
ECONOM & FINANCE (BANKING	76	95	23773	23479	29000	24250	19000	138	238	23594	23281	29000	23000	19000
HOTEL/RESTAURANT MGMT.	+	8	+	19100				16	27	19798	19873	*	*	*
HUMAN RSRCS (incl LABOR R	8	18	25050	24153	*	*	*	8	30	25050	23762	*	*	*
MANAGEMENT INFO SYSTEMS	14	27	28279	27245	*	*	*	48	92	28107	27064	30900	27996	26300
MARKETING/MARK MGMT (RESR	70	117	24085	23402	29000	24000	19000	159	316	23426	22748	27000	24000	18000
REAL ESTATE	5	7	28400	24880	*	*	*	6	9	28667	25484	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	21548				3	9	21333	19227	*	*	*
COMMUNICATIONS	20	25	21150	20684	25500	19250	16800	41	69	21072	20150	26000	19500	16000
JOURNALISM	4	5	15300	18540	*	*	*	10	22	15034	16440	*	*	*
TELECOMMUN/BROADCASTING	2	3	20150	17593	*	*	*	4	8	22384	20715	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	38	21000	20445	*	*	*	18	157	17256	19048	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	16374				4	7	11612	14742	*	*	*
PHYSICAL EDUCATION	+	2	+	15850				2	18	23500	19829	*	*	*
SPECIAL EDUCATION	1	9	19397	18628	*	*	*	3	28	18122	19240	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	25000				22	31	18655	18519	24560	19000	11000
TEXTILES & CLOTHING	17	18	20238	20219	*	*	*	21	28	20269	20269	22000	19500	19000
MERCHANDISING MANAGEMENT	+	2	+	20000				18	24	18404	18032	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	2	24500	21250	*	*	*	3	4	19919	19439	*	*	*
LETTERS (incl English, Li	4	7	20000	19325	*	*	*	17	34	19689	18543	*	*	*
VISUAL & PERFORMING ARTS	1	5	20000	20815	*	*	*	6	27	19500	19091	*	*	*
HUMANITIES - OTHER	17	18	19759	19911	*	*	*	24	27	20808	20937	23000	20000	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19747				2	6	21250	20999	*	*	*
HISTORY	+	2	+	20877				2	5	21500	20951	*	*	*
POLITICAL SCIENCE/GOVT	2	3	19500	18567	*	*	*	5	24	20289	20561	*	*	*
PSYCHOLOGY	6	9	21150	20771	*	*	*	13	30	19622	18459	*	*	*
SOCIOLOGY	1	1	24000	24000	*	*	*	5	6	19598	20332	*	*	*
SOCIAL SCIENCES-OTHER	2	2	16500	16500	*	*	*	8	11	18150	17939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	24	31460	30450	*	*	*	12	46	31597	30616	*	*	*
AGRICULTURAL	+	+	+	+				3	3	27999	27999	*	*	*
ARCHITECTURAL	+	11	+	30856				+	14	+	29937			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	28000			
CHEMICAL	27	125	35717	35174	36900	35700	34500	60	232	35147	34955	36900	35570	32200
CIVIL	10	94	29219	28620	*	*	*	94	236	26530	27558	31200	25476	23532
COMPUTER	7	10	29914	31140	*	*	*	23	31	31270	30994	34000	32160	28500
ELECTRICAL/ELECTRONIC	46	232	31171	31508	34580	32200	27500	206	499	31199	31283	33720	31926	27500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	3	26	$29933	$29958	*	*	*	94	145	$30946	$30717	$33300	$31000	$28800
MECHANICAL	31	219	32163	32178	$35400	$32500	$29700	198	525	31945	32030	35000	32000	29400
METALLURGICAL	3	5	34900	33984	*	*	*	19	35	32173	32139	*	*	*
MINING (INCL GEOLOGICAL)	+	10	+	26638				2	16	34250	28961	*	*	*
NUCLEAR	+	3	+	32560				6	10	28299	30060	*	*	*
PETROLEUM	6	18	32633	35906	*	*	*	11	42	33982	35866	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	8	37	26734	28417	*	*	*	28	72	28882	29255	32500	30000	25000
INDUSTRIAL TECHNOLOGY	16	17	24875	25000	*	*	*	16	19	24875	24526	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	11	19000	21990	*	*	*	8	20	19938	22174	*	*	*
ANIMAL SCIENCES	3	8	12512	17411	*	*	*	5	11	14907	17571	*	*	*
PLANT SCIENCES	1	1	20000	20000	*	*	*	3	3	21000	21000	*	*	*
NATURAL RESOURCES	1	2	14000	16000	*	*	*	2	3	18000	18000	*	*	*
OTHER AGRICULTURAL SCIENC	1	9	20000	24556	*	*	*	1	11	20000	23738	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	29	88	31152	30020	33450	31536	29000	93	209	30340	29003	33450	30500	26700
COMPUTER PROGRAMMING	2	4	27050	28150	*	*	*	3	9	28367	27181	*	*	*
INFORMATION SCIENCES & SY	31	44	29619	28952	32200	30000	27183	47	88	28317	27874	32000	28000	24000
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	1	31860	31860	*	*	*	4	10	21957	22399	*	*	*
HEALTH SCIENCES	+	+	+	+				1	12	13000	21711	*	*	*
NURSING	+	1	+	27000				5	8	22400	25650	*	*	*
PHARMACY	+	5	+	37787				3	10	32040	34905	*	*	*
SCIENCES														
ACTUARIAL	2	2	27650	27650	*	*	*	5	5	30180	30180	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	4	+	17663			
BIOLOGICAL	1	4	40000	22750	*	*	*	8	17	24405	21874	*	*	*
CHEMISTRY	8	10	28244	27896	*	*	*	14	17	26125	26427	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	3	22500	23000	*	*	*	5	7	20900	21214	*	*	*
MATHEMATICS	4	11	20139	22039	*	*	*	14	43	22464	22817	*	*	*
PHYSICS	1	2	18000	26550	*	*	*	4	5	23228	25602	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	1051	2180						2443	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	420	539	$27691	$27006	$30000	$27500	$25500	576	962	$27422	$26730	$30000	$27200	$25000
ACCOUNTING (PRIVATE)	85	106	27554	26959	30000	28000	24500	146	236	26235	25396	30000	26500	22500
COMMERCIAL BANKING (CNSMR	3	7	21167	19415	*	*	*	9	22	19244	20032	*	*	*
COMMERCIAL BANKING (LENDG	14	17	23329	22571	*	*	*	22	38	22321	22399	27000	21000	20000
INVESTMT BANKING (CORP FN	2	4	31500	30400	*	*	*	3	8	28120	27720	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	21334			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	3	30000	27000	*	*	*
INVESTMT BANKG (SALES & T	1	1	30000	30000	*	*	*	1	1	30000	30000	*	*	*
FINANCIAL/TREASURY ANALYS	31	35	27792	27514	29800	28000	26400	55	76	26669	26295	30000	27500	22000
PORTFOLIO MGMT/BROKERAGE	1	2	15000	21900	*	*	*	3	6	21000	20767	*	*	*
UNDERWRITING	7	11	23449	22136	*	*	*	18	31	22219	21888	*	*	*
INSURANCE - CLAIMS	4	6	20951	20967	*	*	*	10	23	20391	21349	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				5	6	18756	17630	*	*	*
MEDIA PLANNING	+	1	+	16000				2	6	25118	20739	*	*	*
REPORTING	1	1	16200	16200	*	*	*	3	4	15320	15740	*	*	*
PRODUCTION	1	2	29400	27700	*	*	*	8	11	25801	25856	*	*	*
PUBLIC RELATIONS	1	3	20000	16493	*	*	*	9	15	21060	18961	*	*	*
WRITING / EDITING	2	2	15700	15700	*	*	*	7	10	17954	18560	*	*	*
MARKETING														
ADVERTISING	1	4	21000	20010	*	*	*	3	10	21000	18054	*	*	*
BRAND/PRODUCT MANAGEMENT	5	7	22400	23057	*	*	*	13	34	22726	23702	*	*	*
BUYER/MERCHANDISING	47	49	21158	21249	24500	20000	19000	59	76	21745	22298	26000	21000	19000
DISTRIBUTION	6	8	25200	23900	*	*	*	9	17	24707	23495	*	*	*
MARKET RESEARCH	2	3	29500	23667	*	*	*	3	6	28333	23960	*	*	*
PURCHASING	4	7	26879	25731	*	*	*	4	10	26879	24431	*	*	*
SALES	63	114	24598	24914	28680	25000	20000	170	312	24080	24464	30000	24100	18600
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	2	3	23500	21667	*	*	*	7	11	18963	19658	*	*	*
FINANC,TAXA, MONETARY POL	2	3	21835	22890	*	*	*	6	9	23778	23741	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				1	1	18000	18000	*	*	*
LAW ENFORCEMENT	+	1	+	19493				2	3	21250	20664	*	*	*
MILITARY	1	5	27600	26437	*	*	*	12	32	20396	22293	*	*	*
NATIONAL SECURITY	+	1	+	32700				+	1	+	32700			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	5	+	25010				+	5	+	25010			
DESIGN / CONSTRUCT	20	131	30126	30212	32500	30080	27500	146	332	29539	29845	33600	30460	24000
ENVIRONMENTAL/SANITATION	1	11	22000	28418	*	*	*	6	25	25203	27890	*	*	*
MANUFACTURING/INDUSTRIAL	56	146	30961	32231	36000	32700	25000	234	385	31450	31859	34800	32070	28000
SYSTEMS / PROGRAMMING	4	35	25241	30222	*	*	*	26	70	30599	30682	33075	31520	27500
POWER SYSTEMS	9	19	29533	30244	*	*	*	34	67	31352	31335	32700	31800	31000
SOFTWARE DESIGN & DEVELOP	6	37	30067	31672	*	*	*	19	67	31679	31252	*	*	*
HARDWARE DESIGN & DEVELOP	1	26	36000	32690	*	*	*	25	56	31549	31737	33500	31980	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	8	50	$30240	$31729	*	*	*	45	128	$30692	$31079	$35400	$31000	$26400
TESTING	8	32	29513	29898	*	*	*	32	70	29829	30120	32400	30510	27500
PROCESS ENGINEERING	25	112	35688	34606	$36900	$35700	$34500	56	207	34730	34397	36900	35500	30000
PROJECT ENGINEERING	7	127	29191	31691	*	*	*	46	247	31138	32051	34200	31500	28000
OTHER ENGINEERING	9	90	32589	30699	*	*	*	87	217	30369	30625	36000	30940	24348
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	4	27907	25555	*	*	*	5	14	25074	21283	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	18000				2	9	22605	21690	*	*	*
NURSES / PERSONAL CARE	+	1	+	27000				5	8	20520	24475	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	3	+	25346			
PHARMACIST	+	5	+	37787				1	6	30200	36522	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	+	+	+			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	2	+	17518				6	16	19213	19832	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	16567				3	6	15327	15947	*	*	*
COUNSELING	1	2	24000	20225	*	*	*	9	15	15771	15743	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	18500	17180	*	*	*
SOCIAL WORK	+	1	+	18954				7	10	16781	17262	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	42	87	29572	28660	32000	30550	26000	77	181	28756	27717	32400	29300	24600
INFORMATION SYSTEMS	12	17	28202	27955	*	*	*	50	87	27948	26847	31860	27242	25000
SYSTEMS ANALYSIS & DESIGN	19	38	30786	30159	*	*	*	54	96	29954	29160	33450	30000	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	2	3	27650	28433	*	*	*	6	8	29900	29675	*	*	*
AGRICULTURE/NAT'L RESOURC	7	24	14791	19799	*	*	*	15	35	18336	19905	*	*	*
ARCHITECTURE	+	+	+	+				+	5	+	18130			
CONSULTING	25	34	28228	28418	31000	28000	25000	57	81	27460	27118	31800	27500	23000
HUMAN RESRCS /INDUS RELS	6	10	26400	24850	*	*	*	7	25	26629	23027	*	*	*
MANAGEMENT TRAINEE	71	122	20360	20705	24500	20000	17000	162	389	20274	20684	25000	20000	16800
MATH/STATISTICIANS	+	1	+	25500				1	7	23846	22184	*	*	*
PARALEGAL	+	1	+	20000				1	3	21000	19333	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	1	+	25000			
RESEARCHERS - TECHNICAL	1	1	18000	18000	*	*	*	6	6	23020	23020	*	*	*
TEACHING	2	60	20199	19802	*	*	*	45	282	17507	18890	21000	18000	12000
TOTALS	1051	2180						2443	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	5	6	$27379	$27983	*	*	*	6	80	$27816	$30160	*	*	*
MBA--NON-TECH	9	29	31267	35141	*	*	*	19	71	31493	32593	*	*	*
MBA--TECH	4	9	31200	34256	*	*	*	8	14	36428	36280	*	*	*
MS-BUSINESS	6	7	36583	37786	*	*	*	6	16	36583	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	8	8	42206	42206	*	*	*	9	15	39739	35257	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	3	3	31775	31775	*	*	*	3	5	31775	31065	*	*	*
MANAGEMENT INFORMATION SY	1	1	38400	38400	*	*	*	1	3	38400	37133	*	*	*
MARKETING/MKTNG MGT (RESE	1	1	50000	50000	*	*	*	1	3	50000	35271	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				2	3	26000	29000	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	3	+	22800			
ELEMENTARY EDUCATION	+	1	+	27740				+	11	+	23002			
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	24000				1	6	19000	21915	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				1	1	12000	12000	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	+	1	+	20000				+	1	+	20000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				2	2	32200	32200	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	23419			

continued

MCPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	$35372				3	9	$36140	$35688	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	1	2	$38400	38500	*	*	*	7	10	35801	35791	*	*	*
CIVIL	3	13	32765	32592	*	*	*	21	47	30526	31711	$32800	$30396	$26000
COMPUTER	+	+	+	+				1	1	39364	39364	*	*	*
ELECTRICAL/ELECTRONIC	4	15	37625	38149	*	*	*	14	43	36017	36688	*	*	*
INDUSTRIAL	1	2	35000	35300	*	*	*	6	9	37483	37056	*	*	*
MECHANICAL	7	29	38537	37860	*	*	*	11	39	37407	37083	*	*	*
METALLURGICAL	+	5	+	38280				+	5	+	38280			
MINING & MINERAL	+	+	+	+				1	1	30000	30000	*	*	*
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	+	4	+	38325				+	8	+	38513			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	24000				+	2	+	29124			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	2	+	30500				+	3	+	32000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	12	41300	41550	*	*	*	10	32	35764	37292	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	1	+	34800				1	11	24000	32528	*	*	*
MATHEMATICS (INCL ACTUARI	1	1	28395	28395	*	*	*	6	8	34149	32343	*	*	*
PHYSICS	+	1	+	30000				+	3	+	29917			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	55	158						140	470					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	3	17	$41467	$38494	*	*	*	13	34	$45685	$40276	*	*	*
MBA--TECH	+	1	+	40000				2	3	39000	39333	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	4	13	38500	48377	*	*	*	11	29	47000	44776	*	*	*
MBA--TECH	+	2	+	41750				5	7	58020	53371	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	4	9	41125	42100	*	*	*	10	28	47650	44746	*	*	*
MBA--TECH	+	+	+	+				3	3	67333	67333	*	*	*
TOTALS	11	42						44	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$38000				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				1	1	$58000	58000	*	*	*
ECONOMICS	+	+	+	+				1	1	38000	38000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	38000				+	5	+	37560			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				4	4	31200	31200	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	2	+	50500				2	9	45490	48447	*	*	*
CIVIL	+	1	+	37200				+	1	+	37200			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	1	+	55900				+	4	+	57975			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				1	2	52000	45500	*	*	*
METALLURGICAL	+	+	+	+				1	2	54000	52560	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	2	27500	33550	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				6	6	39383	39383	*	*	*
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				1	2	44000	36000	*	*	*
PHYSICS	+	+	+	+				2	3	41000	42293	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	6						20	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27458 570 40000/25020			29500 3		22750 2	27000 1	26000 1	
BUSINESS ADMIN (INCL MGMT	15060 1			21000 1		13850 2		25600 5	
ECONOM & FINANCE (BANKING	27000 3			21283 29 27000/17000	21360 1		19167 3	25287 7	
MANAGEMENT INFO SYSTEMS	27331 3			27500 1		29196 2	28280 5	28375 4	
MARKETING/MARK MGMT (RESR	26500 2			24000 1		21450 4	18200 2	26000 1	14400 1
REAL ESTATE	27000 1								
ADVERTISING						21000 1	24000 1		
COMMUNICATIONS		17000 2				15000 1	19000 3	23550 4	
JOURNALISM						15300 2			
TELECOMMUN/BROADCASTING						17150 2			
HUMAN ECOLOGY (HOME ECONO						25400 1		30000 1	
MERCHANDISING MANAGEMENT		12480 1							
FOREIGN LANGUAGES							19200 1		
LETTERS (incl English, Li							19000 1		
PSYCHOLOGY						18600 1		23000 1	
CHEMICAL		28200 1						36000 1	
CIVIL								29125 4	26468 10
COMPUTER									30000 1
ELECTRICAL/ELECTRONIC						31813 8	30144 1	29789 18	30510 4
INDUSTRIAL						31000 1		29560 5	
MECHANICAL						31000 1		32793 8	32000 3
PETROLEUM									31240 5
ENGINEERING TECHNOLOGY								28750 2	22500 1

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
COMPUTER SCIENCE		33000 1				29375 7	27547 3	28808 5	
INFORMATION SCIENCES & SY	29749 4			27500 1			26600 2	26733 3	
HEALTH SCIENCES								13000 1	
ACTUARIAL								32000 1	
BIOLOGICAL									42000 1
GEOLOGY & GEOLOGICAL SCI								21000 2	
MATHEMATICS							27600 1		
PHYSICS								23912 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25333 3			23727 13		22987 3			24396 1
BUSINESS ADMIN (INCL MGMT	20000 4	20400 1	20000 2	23951 16	28500 1	20218 30 27000/18600			
DISTRIBUTION MANAGEMENT						17800 1			
ECONOM & FINANCE (BANKING	25241 17		19133 3	23245 16		20700 13			
HOTEL/RESTAURANT MGMT.		17500 1	19951 15						
HUMAN RSRCS (incl LABOR R		20000 1				22000 1			
MANAGEMENT INFO SYSTEMS				27261 9		26733 6			
MARKETING/MARK MGMT (RESR	21000 2	21000 2		21773 11		22045 47 35000/15000			22000 1
REAL ESTATE				30000 1					
ADVERTISING						19000 1			
COMMUNICATIONS				17000 1		18050 6			20400 2
JOURNALISM			12000 1			23000 1			13370 2
PHYSICAL EDUCATION								25000 1	
HUMAN ECOLOGY (HOME ECONO	19000 2					14520 4			
TEXTILES & CLOTHING						19876 19			
MERCHANDISING MANAGEMENT						18613 16			
LETTERS (incl English, Li		17000 1	20000 1	20903 2	21000 1				
HUMANITIES - OTHER		17500 1	19300 2	25200 3		19908 13			
CRIMINAL JUSTICE								21250 2	
POLITICAL SCIENCE/GOVT	22000 1								
PSYCHOLOGY						20900 5			
SOCIAL SCIENCES-OTHER									17000 1
ELECTRICAL/ELECTRONIC				31000 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INDUSTRIAL						23500 1			
MECHANICAL				29700 1					
ENGINEERING TECHNOLOGY						14000 1			
COMPUTER SCIENCE				27104 2		21500 2	24000 1		
INFORMATION SCIENCES & SY		21500 1	26400 1	27346 7		26200 1			
ACTUARIAL				29725 4					
GEOLOGY & GEOLOGICAL SCI				30000 1					
MATHEMATICS	22000 1	19450 2		28500 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			22222 5	28000 2		21337 8	24934 4		28667 3
BUSINESS ADMIN (INCL MGMT		22500 1	30000 1			24650 3	22089 2	24460 2	19883 3
DISTRIBUTION MANAGEMENT			22880 5			21600 1			
ECONOM & FINANCE (BANKING	20000 1		24797 5	27500 1		20657 8			28667 3
HUMAN RSRCS (incl LABOR R							19000 1		
MANAGEMENT INFO SYSTEMS	30000 1		29250 2	28200 3					
MARKETING/MARK MGMT (RESR				30000 1			25000 1		26000 2
REAL ESTATE	28750 4								
COMMUNICATIONS			19000 1		17200 2	16050 2	18050 2		
JOURNALISM					18000 1	10000 1			
ELEMENTARY EDUCATION					17441 17				
PRE-ELEMENTARY EDUCATION					12467 3				
SPECIAL EDUCATION					18122 3				
HUMAN ECOLOGY (HOME ECONO					16102 5		17148 1	20000 2	
FOREIGN LANGUAGES						16056 1			
LETTERS (incl English, Li					18138 4	16800 1	13440 1		
VISUAL & PERFORMING ARTS					20000 3				
HUMANITIES - OTHER			19800 2			18600 1		25200 1	
HISTORY					19000 1	24000 1			
POLITICAL SCIENCE/GOVT			17000 1		18722 2				
PSYCHOLOGY					21600 2			16300 2	
SOCIOLOGY					16560 2		21936 2		21000 1
SOCIAL SCIENCES-OTHER					19800 1	25000 1	16800 2		

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AEROSPACE & AERONAUTICAL						25608 1			
AGRICULTURAL						30396 1			
CIVIL		27500 1	24367 23 29500/23532	28097 5		25495 7	25345 20 27791/23532		21600 1
COMPUTER		35100 1				25343 1			
ELECTRICAL/ELECTRONIC		33130 2		31726 16		25081 12	22750 2		
INDUSTRIAL				30000 1		25761 5			
MECHANICAL		28000 1	31350 2	31123 14		25194 2			
NUCLEAR				29600 3		30396 1			
INDUSTRIAL TECHNOLOGY						21286 7			
ANIMAL SCIENCES						14536 1			
NATURAL RESOURCES							14000 1		
COMPUTER SCIENCE		27000 1	27120 1	29200 5		28139 4	29541 2		
INFORMATION SCIENCES & SY			21000 1	25000 1	23000 1				24000 1
ALLIED HEALTH								24050 3	
NURSING								21750 4	25000 1
BIOLOGICAL		10000 1			21000 1	16800 1	23000 1	40000 1	
CHEMISTRY					14000 1				
GEOLOGY & GEOLOGICAL SCI					17500 1		15000 1		
MATHEMATICS			23000 2		18161 4	23846 1			

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	18500 1				28000 1	27200 5	27090 10	23000 1	28063 16
BUSINESS ADMIN (INCL MGMT						24500 1	27050 4	22500 2	27885 4
DISTRIBUTION MANAGEMENT						25560 1	26000 1		
ECONOM & FINANCE (BANKING							26400 1	25164 1	26710 4
MANAGEMENT INFO SYSTEMS					23000 1	27100 2			29780 5
MARKETING/MARK MGMT (RESR							26000 1	24100 5	26505 13
COMMUNICATIONS		21800 1		20000 1	16000 1		29000 3		26000 1
JOURNALISM				12000 1					
ELEMENTARY EDUCATION			14100 1						
PRE-ELEMENTARY EDUCATION			9048 1						
HUMAN ECOLOGY (HOME ECONO			13200 2	24560 1					
FOREIGN LANGUAGES						24500 1			
LETTERS (incl English, Li			11500 1		23916 1				
VISUAL & PERFORMING ARTS		17000 1							
HUMANITIES - OTHER	25500 1								
PSYCHOLOGY			16590 2						
SOCIAL SCIENCES-OTHER	18800 1		15000 1						
AEROSPACE & AERONAUTICAL					32006 10				
AGRICULTURAL								21600 1	
CHEMICAL							34500 1		33657 17
CIVIL						31200 1		26478 10	
COMPUTER					31550 4			27000 1	
ELECTRICAL/ELECTRONIC					31579 52 37750/30000		32071 22 36000/30800	33600 1	31067 6

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
INDUSTRIAL					29720 7	32100 1	32409 19	31020 1	31360 12
MECHANICAL					30836 26 33371/29640	32383 6	31823 53 35500/28700	30767 3	33928 13
METALLURGICAL					33000 1		33625 4	29380 1	
PETROLEUM									33333 3
ENGINEERING TECHNOLOGY					29450 4		27762 8	32000 1	30000 1
INDUSTRIAL TECHNOLOGY					25500 3				
AGRIBUSINESS						18917 6			
ANIMAL SCIENCES						16000 3			
PLANT SCIENCES						21000 3			
NATURAL RESOURCES						22000 1			
COMPUTER SCIENCE					32053 7		29350 8		31785 12
COMPUTER PROGRAMMING		23500 1							
INFORMATION SCIENCES & SY									31452 9
ALLIED HEALTH			15680 1						
PHARMACY									32040 3
BIOLOGICAL	11440 1								31000 1
CHEMISTRY									27058 13

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	31192	6	27844	9	28122	14			24900	3					26748	2	28179 32000/26400	29
BUSINESS ADMIN (INCL MGMT	35400	1			24385	4	23610	3	20840	2					28800	1		
DISTRIBUTION MANAGEMENT			26400	2	31000	1			25000	1							30000	1
ECONOM & FINANCE (BANKING	28000	3	25981	7	27444	5							26500	1	27050	2	30000	3
HUMAN RSRCS (incl LABOR R	24000	1									27000	1			28200	1	30100	2
MANAGEMENT INFO SYSTEMS	31700	2	30996	1											27000	1		
MARKETING/MARK MGMT (RESR	30167	3	25095	14	26133	6	23800	9	24000	2			25840	5	20810	10	23419	2
COMMUNICATIONS	31824	1	25500	3	29500	1	24000	1							27240	1		
JOURNALISM					18000	1												
TELECOMMUN/BROADCASTING			34236	1														
PHYSICAL EDUCATION	22000	1																
HUMAN ECOLOGY (HOME ECONO					22300	1											22000	1
TEXTILES & CLOTHING					26000	1												
LETTERS (incl English, Li	31500	1																
VISUAL & PERFORMING ARTS	20000	1																
POLITICAL SCIENCE/GOVT					25000	1												
AEROSPACE & AERONAUTICAL			33500	1														
CHEMICAL					36000	1			32200	1					36050	2	36101 39600/35000	34
CIVIL	39000	1							33000	1					33000	1	32900	5
COMPUTER	31151	7	33375	4											31000	4		
ELECTRICAL/ELECTRONIC	32241	9	31968 36000/29496	29	29800	2	33000	1	33150	4					34553	8	35425	4
INDUSTRIAL			31204	17	31333	3	31200	2	30875	4					32975	4	33333	3
MECHANICAL	31500	1	31746	16	34189	9	31500	2	32000	2					33617	6	34224	13

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
METALLURGICAL		31650 2			32257 7				28500 1
MINING (INCL GEOLOGICAL)									34250 2
PETROLEUM									39200 3
ENGINEERING TECHNOLOGY		31217 6							
INDUSTRIAL TECHNOLOGY		27500 3		30000 1					
AGRIBUSINESS			24000 1						
OTHER AGRICULTURAL SCIENC			20000 1						
COMPUTER SCIENCE	32383 17	32020 5		29500 1	26700 1				33220 5
COMPUTER PROGRAMMING									30600 1
INFORMATION SCIENCES & SY	28867 3	30000 3						28300 2	31040 5
MATHEMATICS	30000 1						25000 1		
PHYSICS	24600 1								

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	23500 1					25880 5	
BUSINESS ADMIN (INCL MGMT							19050 7
ECONOM & FINANCE (BANKING					19500 1		
MARKETING/MARK MGMT (RESR	21767 3				22568 2	24000 1	25200 5
COMMUNICATIONS							16200 1
TELECOMMUN/BROADCASTING							21000 1
HUMAN ECOLOGY (HOME ECONO							26000 1
TEXTILES & CLOTHING					22000 1		
MERCHANDISING MANAGEMENT					21000 1		
LETTERS (incl English, Li	24000 1						22200 1
VISUAL & PERFORMING ARTS	20000 1						
SOCIAL SCIENCES-OTHER						16000 1	
AGRICULTURAL		32000 1					
CHEMICAL		35100 1				35100 1	
CIVIL						28320 1	27800 3
ELECTRICAL/ELECTRONIC			26400 1			32000 1	23102 2
INDUSTRIAL						30433 3	30200 5
MECHANICAL		33300 1	34250 2	30600 2	22568 1	31080 7	29800 3
METALLURGICAL				29000 1		33700 2	
NUCLEAR				30600 1			20000 1
ENGINEERING TECHNOLOGY		35000 1	27500 1			31500 1	31500 1
INDUSTRIAL TECHNOLOGY			30000 1			30000 1	
AGRIBUSINESS						22000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ANIMAL SCIENCES							12000 1
COMPUTER SCIENCE						30000 1	29900 2
COMPUTER PROGRAMMING						31000 1	
INFORMATION SCIENCES & SY							21000 1
PHYSICS			18000 1				26400 1

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27429 580 40000/25000	15493 3		22235 35 33000/18000	21360 1	20127 18	22441 17	25738 24 30000/23000	14400 1
BACHELOR - TECHNICAL	29749 4	30600 2		27500 1		30713 17	27655 7	29245 51 37000/26000	29337 25 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23693 29 40000/18000	19200 7	19469 24 23000/18000	23790 72 31000/20796	24750 2	20651 166 35000/15600		22500 3	18705 7
BACHELOR - TECHNICAL	22000 1	20133 3	26400 1	28455 17		21340 5	24000 1		

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	27500 6	22500 1	23345 22 30000/17000	28300 7	17528 46 24200/12000	20502 28 27600/16056	20754 16	20960 7	25388 12
BACHELOR - TECHNICAL		27694 7	24733 29 31500/23000	30525 45 35000/27300	18518 8	24707 44 32060/17500	24573 27 30500/23000	24894 8	23533 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	20933 3	19400 2	13654 8	18853 3	22729 4	26476 10	27225 20 37200/24300	23740 9	27601 43 37000/25000
BACHELOR - TECHNICAL	11440 1	23500 1	15680 1		31139 114 37750/29000	24005 21 36000/17000	31599 115 39000/28700	27983 19	31659 90 42000/28000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	29489 20 37000/24000	26441 37 34236/24000	26773 35 33000/22300	23772 13	23873 8	27000 1	25950 6	23719 18	28059 38 35000/25500
BACHELOR - TECHNICAL	31761 40 39000/28500	31582 86 37800/29640	31841 17	31129 7	31890 20 34800/30300		25000 1	33175 27 36400/30500	34803 76 39600/31200

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	22133 6				21527 5	24200 7	21547 16
BACHELOR - TECHNICAL		33850 4	28400 6	30200 4	22568 1	30809 20 35100/28320	27035 20 34400/20000

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27462 567 40000/25200	26625 127 37000/23000		25500 1	31500 2				26867 11
BUSINESS ADMIN (INCL MGMT	15060 1	16920 4		20667 3					25482 6
ECONOM & FINANCE (BANKING	27000 3	25015 12	19244 9	22033 17	21360 1			30000 1	26554 29 40000/21360
MANAGEMENT INFO SYSTEMS	26998 2	28500 1							28600 3
MARKETING/MARK MGMT (RESR	28000 1								24000 1
REAL ESTATE				29000 1			30000 1		28667 3
COMMUNICATIONS									24000 1
LETTERS (incl English, Li	23058 2								
POLITICAL SCIENCE/GOVT		22000 1							
INDUSTRIAL		30600 1							
INFORMATION SCIENCES & SY									28500 1

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			20804 1						
BUSINESS ADMIN (INCL MGMT		23318 8	18450 2					15000 1	
ECONOM & FINANCE (BANKING	22500 2	22120 5	20898 4				29400 1		
MARKETING/MARK MGMT (RESR	18000 1	19200 1	20806 1						14400 1
ADVERTISING								21000 1	
COMMUNICATIONS				17000 2	16000 1	16800 1	31824 1	24080 3	15500 2
JOURNALISM						14580 2	14400 1	15000 2	13780 1
TELECOMMUN/BROADCASTING					34236 1		15000 1		
HUMAN ECOLOGY (HOME ECONO		19000 2							
MERCHANDISING MANAGEMENT				12480 1					
LETTERS (incl English, Li			20903 2						
VISUAL & PERFORMING ARTS				20000 1					
HUMANITIES - OTHER		22800 2							25500 1
SOCIAL SCIENCES-OTHER								19800 1	17000 1
ELECTRICAL/ELECTRONIC							33500 1	31500 1	
INDUSTRIAL							32100 1		
MECHANICAL				27300 1					
COMPUTER SCIENCE							26275 1		24000 1
PHYSICS							23912 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									21998 3
BUSINESS ADMIN (INCL MGMT		19220 2	22600 6		26000 1		21565 15	20000 1	24587 2
DISTRIBUTION MANAGEMENT				24566 7		25800 1			
ECONOM & FINANCE (BANKING		26500 1	20900 5	26400 1			25547 7	22000 1	
MANAGEMENT INFO SYSTEMS		31992 1					30996 1		
MARKETING/MARK MGMT (RESR		25467 3	23042 24 27000/19000	24000 1	29500 2	27000 1	23722 103 37000/20000	25000 1	
ADVERTISING	24000 1								
COMMUNICATIONS		22750 2					24114 7	13800 2	
JOURNALISM	18000 1	10000 1	23000 1						
TELECOMMUN/BROADCASTING	21000 1						19300 1		
PHYSICAL EDUCATION							22000 1		
HUMAN ECOLOGY (HOME ECONO		21600 1					10920 1		
TEXTILES & CLOTHING			19931 14				26000 1		
MERCHANDISING MANAGEMENT		21000 1					26000 1		
FOREIGN LANGUAGES			24500 1						
LETTERS (incl English, Li		24000 1					31500 1	13440 1	
HUMANITIES - OTHER			20400 7				25000 2		
POLITICAL SCIENCE/GOVT							25000 1		
PSYCHOLOGY			20500 1				18600 1		
ELECTRICAL/ELECTRONIC								24700 1	
INDUSTRIAL							30707 6		
MECHANICAL							26689 3		27500 1
ENGINEERING TECHNOLOGY							22500 2		

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
AGRIBUSINESS							20000 2		
PLANT SCIENCES							20000 1		
BIOLOGICAL							31000 1		
CHEMISTRY						27358 2	26644 10		
GEOLOGY & GEOLOGICAL SCI							30000 1		
MATHEMATICS							22000 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			27600 1						23000 1
DISTRIBUTION MANAGEMENT			21600 1						
ECONOM & FINANCE (BANKING	18000 1		20898 3						
COMMUNICATIONS			15600 1						37200 1
PHYSICAL EDUCATION		25000 1							
HUMAN ECOLOGY (HOME ECONO									24150 2
FOREIGN LANGUAGES			16056 1						
LETTERS (incl English, Li			16800 1						
HUMANITIES - OTHER			18600 1						
CRIMINAL JUSTICE		17500 1							
HISTORY			24000 1						
SOCIAL SCIENCES-OTHER			25000 1						
AEROSPACE & AERONAUTICAL							31327 6		
AGRICULTURAL							32000 1		21600 1
CHEMICAL							36000 1		34620 5
CIVIL							26115 59 35000/23500	25844 5	27773 4
COMPUTER							27000 1		30000 1
ELECTRICAL/ELECTRONIC							32014 31 36000/30160	22000 1	32880 46 37750/31140
INDUSTRIAL									31302 59 37200/29000
MECHANICAL							31933 42 37320/29700		32296 77 39000/29640
METALLURGICAL							31667 3		31773 11
MINING (INCL GEOLOGICAL)									36000 1
NUCLEAR							30396 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ENGINEERING TECHNOLOGY									30356 11
INDUSTRIAL TECHNOLOGY							30000 1		24269 13
COMPUTER SCIENCE									34020 1
BIOLOGICAL			16800 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									25200 1
BUSINESS ADMIN (INCL MGMT								35400 1	
TEXTILES & CLOTHING									22000 1
AEROSPACE & AERONAUTICAL					32207 4	30396 1			31980 1
AGRICULTURAL									30396 1
CHEMICAL	36000 1				36700 3	31920 2	35341 43 39370/33600	34350 2	33800 3
CIVIL					30089 3	24688 3		28005 4	26834 13
COMPUTER	31330 2		31697 14	33500 2					29594 3
ELECTRICAL/ELECTRONIC	30214 10	31347 26 33500/31200	29780 3	31220 14	30073 18	31357 10	31200 1	30864 9	29080 25 35500/25343
INDUSTRIAL	31784 4		37800 1		31670 4		26000 2	30667 3	28968 8
MECHANICAL	31580 2	32388 5		31579 7	31043 8	30451 9	33337 6	31919 20 35500/30000	32853 16
METALLURGICAL				33600 1	29380 1				34600 3
MINING (INCL GEOLOGICAL)								32500 1	
NUCLEAR					30600 1	24000 1			32400 2
PETROLEUM						28300 2	33333 3		36200 6
ENGINEERING TECHNOLOGY		29500 2				29500 4		28415 5	29100 2
INDUSTRIAL TECHNOLOGY	22500 1	30000 1							
COMPUTER SCIENCE	30876 5				30000 1			33500 1	32550 2
COMPUTER PROGRAMMING			31000 1						
INFORMATION SCIENCES & SY				30000 1					
BIOLOGICAL							42000 1		
CHEMISTRY					30600 1				
GEOLOGY & GEOLOGICAL SCI					15000 1				

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MATHEMATICS	27600 1								

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	20123 3					30200 1			18000 1
HUMAN ECOLOGY (HOME ECONO									20000 2
HUMANITIES - OTHER			25200 1						
PSYCHOLOGY				15600 1					17000 1
NUCLEAR									20000 1
ALLIED HEALTH			20009 1						20280 1
NURSING	25000 1			21750 4					
BIOLOGICAL	40000 1								

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					24960 1				
BUSINESS ADMIN (INCL MGMT						28650 2	27500 3		
DISTRIBUTION MANAGEMENT					26000 1				
ECONOM & FINANCE (BANKING					26728 3	22020 1	25800 2		
MANAGEMENT INFO SYSTEMS					29999 3	27725 24 32400/26500	28056 8		
MARKETING/MARK MGMT (RESR						29000 2			
PRE-ELEMENTARY EDUCATION				9048 1					
HUMAN ECOLOGY (HOME ECONO		10000 1		17148 1					
LETTERS (incl English, Li	11500 1								
POLITICAL SCIENCE/GOVT			18500 1						
PSYCHOLOGY		17393 3				24200 1			
SOCIOLOGY		20160 2		19224 3					
SOCIAL SCIENCES-OTHER	18800 1	15000 1		16800 2					
ELECTRICAL/ELECTRONIC						31824 1			
INDUSTRIAL									30000 1
ENGINEERING TECHNOLOGY							30000 1		
AGRIBUSINESS									17625 4
ANIMAL SCIENCES									14907 5
PLANT SCIENCES									21600 1
NATURAL RESOURCES									18000 2
OTHER AGRICULTURAL SCIENC									20000 1
COMPUTER SCIENCE					29589 35 37232/26520	29588 10	31614 33 42000/29120		
COMPUTER PROGRAMMING					27050 2				

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INFORMATION SCIENCES & SY					28477 28 33000/23000	26367 8	27939 5		
ALLIED HEALTH	15680 1					31860 1			
HEALTH SCIENCES		13000 1							
ACTUARIAL								30180 5	
BIOLOGICAL		11440 1							23000 1
MATHEMATICS					27500 2		23000 2	28500 1	
PHYSICS					25500 2				

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29525 4		25780 4					
BUSINESS ADMIN (INCL MGMT		27400 5	28000 1	21161 33 30000/19000					
DISTRIBUTION MANAGEMENT				24700 4					
ECONOM & FINANCE (BANKING		25644 7		21125 22 30000/17000					
HOTEL/RESTAURANT MGMT.				19798 16					
HUMAN RSRCS (incl LABOR R			26400 6	21000 2					
MANAGEMENT INFO SYSTEMS		27600 5							
MARKETING/MARK MGMT (RESR		25500 2		20250 14					
REAL ESTATE		27000 1							
ADVERTISING				19000 1					
COMMUNICATIONS		23400 3		19600 13					18400 1
JOURNALISM				12000 1					
ELEMENTARY EDUCATION									17256 18
PRE-ELEMENTARY EDUCATION									12467 3
SPECIAL EDUCATION									18122 3
HUMAN ECOLOGY (HOME ECONO		23933 3		15853 3					17512 6
TEXTILES & CLOTHING				19720 5					
MERCHANDISING MANAGEMENT				18120 15					
FOREIGN LANGUAGES				19200 1					
LETTERS (incl English, Li				18667 3		21000 1			18138 4
VISUAL & PERFORMING ARTS				18500 2					20000 3
HUMANITIES - OTHER				19170 10					
CRIMINAL JUSTICE				25000 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HISTORY									19000 1
POLITICAL SCIENCE/GOVT				17000 1					18944 1
PSYCHOLOGY		23000 1		21000 4					
SOCIAL SCIENCES-OTHER				16000 1					
CIVIL		29167 3							
ELECTRICAL/ELECTRONIC		30525 8							
INDUSTRIAL		29450 4							
MECHANICAL		29700 1							
ENGINEERING TECHNOLOGY		22500 1							
AGRIBUSINESS				24500 2					
PLANT SCIENCES		22000 1							
COMPUTER SCIENCE		29770 2		20000 1					
INFORMATION SCIENCES & SY		31100 4							
PHARMACY								32040 3	
BIOLOGICAL								10000 1	21000 1
CHEMISTRY								14000 1	
GEOLOGY & GEOLOGICAL SCI		21000 2							17500 1
MATHEMATICS				19518 3	23846 1				17663 3
PHYSICS								18000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (Pu	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BA	AN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27422 576 40000/25000	26205 145 37000/22500	19244 9	22321 22 29000/20000		28120 3		30000 1	30000 1	26635 54 40000/22000
BACHELOR - TECHNICAL		30600 1								28500 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHI	IC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	21000 3	22219 18	20391 10	16620 4		25118 2	15320 3	22656 4	19755 8	16947 6
BACHELOR - TECHNICAL				27300 1				28947 4	31500 1	24000 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION		MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21000 3	22726 13	21745 59 27000/19000	24707 9		28333 3	26400 2	23600 143 37000/18600	18007 6	23033 5
BACHELOR - TECHNICAL							27358 2	26620 27 32500/22000	24700 1	27500 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECU	UR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	18000 1	21250 2	20723 11							27125 4
BACHELOR - TECHNICAL			16800 1					29539 146 37320/24000	25203 6	31525 230 39000/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESI	IG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									35400 1	23600 2
BACHELOR - TECHNICAL	30599 26 36000/27500	31352 34 35000/31000	31679 19	31549 25 36000/30000		30692 45 39600/26400	29829 32 35640/27500	34730 56 42000/30000	31043 45 36400/28000	30528 85 39600/25343

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERS	SO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	20123 3		25200 1	15600 1			30200 1			18750 4
BACHELOR - TECHNICAL	32500 2		20009 1	21750 4						20140 2

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	15150 2	16786 7	18500 1	16781 7	27642 8	27564 30 33000/25000	27581 13		
BACHELOR - TECHNICAL	15680 1	12220 2			28885 69 37232/24000	28525 20 33500/26200	30706 41 42000/27996	29900 6	18336 15

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26310 31 37000/24500	26629 7	20237 156 30000/16200		21000 1			17408 40 24560/11300
BACHELOR - TECHNICAL		28832 26 36000/22500		21259 6	23846 1			23020 6	18298 5

AVERAGE SALARY OFFERS FEBRUARY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30760 2			34250 2			28000 1	32250 4	
MBA--TECH	27000 1				60000 1			27500 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32000 1			34500 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	28000 1								
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							35400 1		36000 1
MBA--TECH							36400 2		

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38040 1		25800 3						
MBA--TECH	38822 1		29600 1		35700 1				

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							30000 1
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Stuebenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engineering
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990 through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 2 MARCH 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	389	734	$25865	$25614	$29500	$26500	$21500	1162	2015	$26718	$26179	$30000	$27000	$23036
BUSINESS ADMIN (INCL MGMT	118	160	23438	23396	30000	22750	16305	226	414	22965	22545	28800	22200	16500
DISTRIBUTION MANAGEMENT	8	10	26775	26220	*	*	*	22	28	25380	25108	29000	25800	21600
ECONOM & FINANCE (BANKING	123	205	25781	25105	31500	27000	18000	280	467	24631	24149	30000	25164	18500
HOTEL/RESTAURANT MGMT.	+	4	+	20900				16	31	19798	20005	*	*	*
HUMAN RSRCS (incl LABOR R	1	20	22000	24740	*	*	*	9	50	24711	24153	*	*	*
MANAGEMENT INFO SYSTEMS	58	65	27202	26664	30120	27325	24180	109	160	27633	26926	30600	27401	25000
MARKETING/MARK MGMT (RESR	100	171	22481	22727	27500	22500	17000	267	501	23061	22759	27000	23400	18000
REAL ESTATE	1	5	28000	22900	*	*	*	7	14	28571	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	3	11	20833	17238	*	*	*	6	22	21083	17985	*	*	*
COMMUNICATIONS	20	33	19152	19983	24000	18000	14600	64	107	20477	20160	26500	19000	15400
JOURNALISM	10	14	19480	18879	*	*	*	20	37	17257	17351	24000	15350	12000
TELECOMMUN/BROADCASTING	5	5	13920	13920	*	*	*	9	13	17682	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	46	74	18589	19103	22000	20000	13000	66	234	18526	19142	22000	19020	12600
PRE-ELEMENTARY EDUCATION	14	15	17190	17584	*	*	*	18	23	15950	16783	*	*	*
PHYSICAL EDUCATION	4	5	19300	17840	*	*	*	6	23	20700	19397	*	*	*
SPECIAL EDUCATION	17	22	21103	20796	*	*	*	20	52	20656	19876	26000	19950	17400
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	2	5	21500	21280	*	*	*	24	36	18892	18902	25000	19000	11000
TEXTILES & CLOTHING	1	2	21600	24300	*	*	*	22	30	20329	20538	22000	19750	19000
MERCHANDISING MANAGEMENT	1	4	22600	20158	*	*	*	19	28	18636	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				4	6	23189	22026	*	*	*
LETTERS (incl English, Li	12	17	18617	20065	*	*	*	29	51	19328	19050	23916	18200	15500
VISUAL & PERFORMING ARTS	7	7	18000	18000	*	*	*	14	35	18357	18727	*	*	*
HUMANITIES - OTHER	13	17	34608	31518	*	*	*	38	45	25903	25247	46000	21700	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	7	7	20227	20227	*	*	*	9	13	20454	20583	*	*	*
HISTORY	1	3	22000	25000	*	*	*	3	8	21667	22469	*	*	*
POLITICAL SCIENCE/GOVT	10	16	18890	21706	*	*	*	17	42	21940	21986	*	*	*
PSYCHOLOGY	11	21	21700	20940	*	*	*	26	53	20845	19655	26500	20000	16000
SOCIOLOGY	3	5	31333	27900	*	*	*	8	12	23999	23624	*	*	*
SOCIAL SCIENCES-OTHER	4	4	16226	16226	*	*	*	13	16	17931	17827	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	57	70	30736	30699	32400	31200	28000	69	116	30886	30666	32600	31460	27500
AGRICULTURAL	11	12	32341	32006	*	*	*	14	15	31411	31205	*	*	*
ARCHITECTURAL	+	8	+	30590				+	22	+	30174			
BIOENGINEERING & BIOMEDIC	4	4	30353	30353	*	*	*	4	6	30353	29568	*	*	*
CHEMICAL	235	438	35122	35336	37000	35400	33000	296	673	35133	35207	37000	35400	33000
CIVIL	115	174	27226	27762	31200	27000	23532	209	410	26913	27645	31200	26300	23532
COMPUTER	37	49	32072	32310	34200	32760	29640	64	84	31896	31899	34200	32730	28500
ELECTRICAL/ELECTRONIC	306	433	31952	32025	34150	32350	29000	524	950	31652	31624	34000	32100	28500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	116	151	$31471	$31196	$34000	$31740	$28500	211	297	$31239	$30964	$33800	$31500	$28500
MECHANICAL	327	512	32145	32143	35700	32150	28700	533	1045	32063	32082	35500	32000	29000
METALLURGICAL	26	39	32065	31872	33000	32450	30000	45	74	32110	31998	33800	32500	29500
MINING (INCL GEOLOGICAL)	+	+	+	+				2	16	34250	28961	*	*	*
NUCLEAR	5	5	31630	31630	*	*	*	11	15	29813	30583	*	*	*
PETROLEUM	5	16	36600	36788	*	*	*	16	58	34800	36120	*	*	*
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	15	29	34586	31576	*	*	*	44	102	30879	29934	35000	30800	27500
INDUSTRIAL TECHNOLOGY	1	2	34500	29250	*	*	*	17	21	25441	24976	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	4	15	25344	22924	*	*	*	13	36	22221	22649	*	*	*
ANIMAL SCIENCES	2	5	16500	18400	*	*	*	7	16	15362	17830	*	*	*
PLANT SCIENCES	2	2	21500	21500	*	*	*	5	5	21200	21200	*	*	*
NATURAL RESOURCES	1	1	17700	17700	*	*	*	3	4	17900	17925	*	*	*
OTHER AGRICULTURAL SCIENC	1	3	30000	30667	*	*	*	2	14	25000	25223	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	77	134	29325	29217	34600	30000	22000	187	370	29819	29091	34020	30000	25000
COMPUTER PROGRAMMING	8	21	28603	29110	*	*	*	11	30	28538	28531	*	*	*
INFORMATION SCIENCES & SY	33	48	29901	30014	33300	30000	27200	88	149	28942	28615	33000	29100	25000
SYSTEMS ANALYSIS	1	2	30500	27250	*	*	*	1	2	30500	27250	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	30	37	27757	27656	30800	28250	24000	35	48	27044	26526	30800	27500	24000
HEALTH SCIENCES	1	4	21996	24745	*	*	*	2	16	17498	22470	*	*	*
NURSING	13	14	27100	27450	*	*	*	19	23	25647	26630	*	*	*
PHARMACY	6	7	32040	31677	*	*	*	9	17	32040	33576	*	*	*
SCIENCES														
ACTUARIAL	1	2	32000	26000	*	*	*	6	7	30483	28986	*	*	*
ARCHITECTURAL & ENVIRONME	+	7	+	26440				+	11	+	23248			
BIOLOGICAL	6	7	19833	20143	*	*	*	15	25	23059	21780	*	*	*
CHEMISTRY	23	24	28852	29107	31000	28500	23000	38	42	27892	28057	30900	28100	23000
GEOLOGY & GEOLOGICAL SCI	2	2	15240	15240	*	*	*	7	9	19283	19887	*	*	*
MATHEMATICS	5	17	22402	26721	*	*	*	19	66	22447	24250	*	*	*
PHYSICS	1	5	20000	24400	*	*	*	6	11	23985	25547	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	2466	3988						5065	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	267	552	$26397	$25880	$29700	$27000	$22800	872	1583	$27055	$26417	$30000	$27000	$24000
ACCOUNTING (PRIVATE)	127	187	24282	24615	28340	25008	18500	303	456	25333	25049	29500	26000	20000
COMMERCIAL BANKING (CNSMR	9	21	22322	22257	*	*	*	18	44	20783	21059	*	*	*
COMMERCIAL BANKING (LENDG	14	20	24178	23674	*	*	*	38	60	23041	22844	27000	21550	19000
INVESTMT BANKING (CORP FN	3	7	25933	28643	*	*	*	6	15	27027	28151	*	*	*
INVESTMT BANKNG (M & A)	2	4	24750	25450	*	*	*	2	5	24750	24627	*	*	*
INVESTMT BANKG (REAL EST)	2	3	25600	23067	*	*	*	3	6	27067	25033	*	*	*
INVESTMT BANKG (SALES & T	1	3	13750	16183	*	*	*	2	4	21875	19638	*	*	*
FINANCIAL/TREASURY ANALYS	68	104	26666	26452	31200	27240	20000	127	184	26544	26306	30000	27240	21360
PORTFOLIO MGMT/BROKERAGE	6	15	22033	20160	*	*	*	9	21	21689	20333	*	*	*
UNDERWRITING	3	7	19733	22671	*	*	*	21	39	21864	22031	24000	22800	19200
INSURANCE - CLAIMS	9	16	24089	22775	*	*	*	19	40	22143	21936	*	*	*
COMMUNICATIONS							*							
DESIGN/GRAPHIC ARTS	2	4	19000	21250	*	*	*	8	11	18223	18616	*	*	*
MEDIA PLANNING	3	3	16667	16667	*	*	*	5	9	20047	19382	*	*	*
REPORTING	2	3	17250	16167	*	*	*	5	7	16092	15923	*	*	*
PRODUCTION	4	7	31390	27094	*	*	*	13	19	26721	25762	*	*	*
PUBLIC RELATIONS	6	12	24500	23167	*	*	*	15	27	22436	20830	*	*	*
WRITING / EDITING	10	12	17300	17450	*	*		17	22	17569	17955	*	*	*
MARKETING							*							
ADVERTISING	10	14	20340	19821	*	*	*	13	28	20492	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	10	21	27870	27730	*	*	*	24	56	24818	25173	32000	25000	19500
BUYER/MERCHANDISING	9	20	23011	22602	*	*	*	69	97	22319	22647	26000	21000	19000
DISTRIBUTION	10	12	32990	31883	*	*	*	19	29	29066	26966	*	*	*
MARKET RESEARCH	7	9	27008	27120	*	*	*	10	15	27406	25856	*	*	*
PURCHASING	6	9	21608	22905	*	*	*	11	20	23196	23423	*	*	*
SALES	140	222	25086	25009	32400	24500	18000	321	549	24522	24670	31512	24100	18000
PUBLIC ADMINISTRATION							*							
EXECUTIVE, LEGISL, & GENL	4	6	24175	22383	*	*	*	11	18	20858	20519	*	*	*
FINANC,TAXA, MONETARY POL	3	5	21500	18512	*	*	*	9	14	23018	21873	*	*	*
ECONOMIC PROGRAMS	5	10	27939	27569	*	*	*	6	11	26282	26699	*	*	*
LAW ENFORCEMENT	9	9	26556	26556	*	*	*	11	12	25591	25083	*	*	*
MILITARY	5	6	17956	18280	*	*		17	39	19678	21771	*	*	*
NATIONAL SECURITY	+	1	+	21000				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING							*							
BIOENGINEERING	6	7	29850	29371	*	*	*	6	12	29850	27554	*	*	*
DESIGN / CONSTRUCT	165	279	29476	30142	33500	30680	23795	313	613	29528	29990	33600	30600	23795
ENVIRONMENTAL/SANITATION	21	31	29737	29627	33576	29000	26000	27	56	28729	28852	33576	28320	25000
MANUFACTURING/INDUSTRIAL	231	318	32586	32550	35400	32500	30000	473	712	32022	32172	35400	32400	29000
SYSTEMS / PROGRAMMING	38	59	31165	30916	33600	31750	28674	66	132	31052	30841	33600	32000	27600
POWER SYSTEMS	33	61	32541	32242	34200	32500	30720	69	130	31933	31767	33630	32040	30680
SOFTWARE DESIGN & DEVELOP	32	50	32033	31606	33800	32120	29900	51	117	31901	31403	34200	32000	29520
HARDWARE DESIGN & DEVELOP	32	40	33138	32181	34200	33500	31500	58	97	32218	31794	34200	32320	30000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	93	129	$32905	$32612	$36360	$33000	$28200	146	265	$32267	$31905	$36100	$32450	$27500
TESTING	21	35	31385	31190	34200	31460	29640	55	107	30466	30487	32769	30940	27500
PROCESS ENGINEERING	136	312	35310	35485	37000	35500	33000	193	522	35150	35057	37000	35500	32100
PROJECT ENGINEERING	63	132	32505	32696	35500	33000	29600	109	379	31928	32276	35400	32400	28000
OTHER ENGINEERING	277	375	32115	31952	35640	32500	28200	364	597	31697	31466	36000	32240	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	4	24833	23125	*	*	*	8	18	24984	21693	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	1	1	28500	28500	*	*	*	3	10	24570	22371	*	*	*
NURSES / PERSONAL CARE	13	15	27100	26420	*	*	*	19	24	25153	25629	*	*	*
OCCUPATIONAL THERAPY	5	13	24210	26585	*	*	*	6	17	24508	26332	*	*	*
PHARMACIST	+	1	+	29500				1	7	30200	35519	*	*	*
PHYSICAL THERAPY	18	18	29489	29489	*	*	*	18	18	29489	29489	*	*	*
RESPIRATORY THERAPY	3	3	18167	18167	*	*	*	3	3	18167	18167	*	*	*
OTHER HEALTH RELATED	11	12	22955	22542	*	*	*	17	28	21634	20993	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	6	7	18931	19798	*	*	*	10	14	18257	18376	*	*	*
COUNSELING	7	11	18203	17175	*	*	*	16	27	16835	16521	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	18500	17180	*	*	*
SOCIAL WORK	6	7	18833	18821	*	*	*	15	19	18578	18556	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	74	117	29052	29092	34000	29050	23000	170	329	28816	28210	33000	29050	23500
INFORMATION SYSTEMS	57	81	26938	27129	30000	27200	24000	111	172	27337	26945	31000	27300	24200
SYSTEMS ANALYSIS & DESIGN	56	70	31109	30501	34300	31200	26200	116	172	30599	29793	34200	30330	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	5	32000	29490	*	*	*	7	13	30200	29604	*	*	*
AGRICULTURE/NAT'L RESOURC	9	14	22120	21390	*	*	*	24	49	19755	20329	29736	19500	14000
ARCHITECTURE	+	1	+	19200				+	6	+	18308			
CONSULTING	101	119	29089	28866	32000	29900	26000	164	221	28422	28183	32000	28500	25000
HUMAN RESRCS /INDUS RELS	11	14	24555	23436	*	*	*	19	41	25868	23478	*	*	*
MANAGEMENT TRAINEE	81	179	21922	22968	29500	21400	15000	246	572	20895	21439	27000	20000	15600
MATH/STATISTICIANS	+	1	+	30600				1	8	23846	23236	*	*	*
PARALEGAL	2	2	12150	12150	*	*	*	3	5	15100	16460	*	*	*
RESEARCHERS NON-TECHNICAL	1	3	17000	23000	*	*	*	2	6	25000	23833	*	*	*
RESEARCHERS - TECHNICAL	14	15	28670	28225	*	*	*	22	23	27320	27089	32040	31520	16000
TEACHING	82	123	18947	19500	23966	20000	13700	129	411	18593	19116	23000	18700	12600
TOTALS	2466	3988						5065	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	15	56	$25967	$27929	*	*	*	25	141	$26936	$29205	$31000	$28000	$22000
MBA--NON-TECH	32	46	37029	35990	$50000	$35000	$27000	73	143	34250	33670	38700	34020	26000
MBA--TECH	3	10	38667	37650	*	*	*	13	26	36932	36812	*	*	*
MS-BUSINESS	+	+	+	+				6	16	36583	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	15	17	41299	39450	*	*	*	25	33	40406	37349	48618	42000	30000
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	8	+	30613				4	17	32331	30102	*	*	*
MANAGEMENT INFORMATION SY	1	2	31000	29500	*	*	*	2	5	34700	34080	*	*	*
MARKETING/MKTNG MGT (RESE	2	3	47961	39974	*	*	*	3	6	48641	37622	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				2	3	26000	29000	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	4	6	30250	28622	*	*	*	4	9	30250	26681	*	*	*
ELEMENTARY EDUCATION	5	11	20360	22189	*	*	*	6	23	19300	22222	*	*	*
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				1	1	22000	22000	*	*	*
SPECIAL EDUCATION	7	14	20714	21471	*	*	*	11	24	21818	22129	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	1	1	22000	22000	*	*	*	3	3	18000	18000	*	*	*
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	1	1	20000	20000	*	*	*	1	1	20000	20000	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	18	18	22246	22246	*	*	*	24	24	23993	23993	31000	22000	19000
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	2	4	23405	22315	*	*	*	2	5	23405	22535	*	*	*

continued

MCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	5	7	$35222	$33843	*	*	*	8	16	$35566	$34881	*	*	*
AGRICULTURAL	3	3	36100	36100	*	*	*	3	3	36100	36100	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	7	28	36597	37530	*	*	*	14	38	36199	37072	*	*	*
CIVIL	44	48	32370	32433	$37000	$31960	$28080	65	95	31774	32076	$36120	$31200	$27000
COMPUTER	2	11	35030	34011	*	*	*	3	12	36475	34457	*	*	*
ELECTRICAL/ELECTRONIC	49	63	37201	36823	40200	38000	32000	63	107	36938	36776	40000	37500	32136
INDUSTRIAL	15	18	35657	34653	*	*	*	21	27	36179	35454	39000	36000	33840
MECHANICAL	42	58	36731	36586	40000	36800	34000	56	101	36610	36606	40000	37100	33020
METALLURGICAL	11	11	36384	36384	*	*	*	11	16	36384	36976	*	*	*
MINING & MINERAL	+	+	+	+				1	1	30000	30000	*	*	*
NUCLEAR	1	1	28800	28800	*	*	*	1	1	28800	28800	*	*	*
PETROLEUM	2	2	34080	34080	*	*	*	2	10	34080	37626	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	3	3	23000	23000	*	*	*	3	5	23000	25450	*	*	*
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				2	2	34900	34900	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	2	2	20600	20600	*	*	*	2	2	20600	20600	*	*	*
CHEMISTRY	4	6	33058	32988	*	*	*	5	10	31446	31893	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	17	23	36249	36331	*	*	*	29	59	36254	36959	41300	36600	32143
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				1	13	24000	32090	*	*	*
MATHEMATICS (INCL ACTUARI	1	3	19493	22395	*	*	*	7	11	32055	29630	*	*	*
PHYSICS	2	2	29960	29960	*	*	*	2	5	29960	29934	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	316	493						504	1024					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	20	25	$45945	$43996	$60000	$43500	$37000	37	63	$45119	$41681	$60000	$44400	$30000
MBA--TECH	8	8	56875	56875	*	*	*	11	12	53000	51917	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	15	24	49089	45022	*	*	*	33	60	47056	44642	60000	45000	34000
MBA--TECH	21	31	53104	50912	60000	55000	50000	29	41	53182	50948	60000	54180	43000
OVER 4 YEARS														
MBA--NON-TECH	15	26	43447	39612	*	*	*	40	69	49230	45272	75000	43500	30000
MBA--TECH	9	10	52300	50670	*	*	*	16	17	58044	56747	*	*	*
TOTALS	88	124						166	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				1	1	$58000	58000	*	*	*
ECONOMICS	1	1	$51903	$51903	*	*	*	2	2	44952	44952	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				4	10	55475	43870	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	1	1	26000	26000	*	*	*	4	4	37000	37000	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				4	4	31200	31200	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	2	16	50100	51968	*	*	*	4	25	47795	50700	*	*	*
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	1	1	57000	57000	*	*	*	1	1	57000	57000	*	*	*
ELECTRICAL/ELECTRONIC	3	6	57167	57167	*	*	*	4	11	52875	55900	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	3	5	48833	47627	*	*	*	4	7	49625	47019	*	*	*
METALLURGICAL	4	4	49550	49550	*	*	*	5	6	50440	50553	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	2	27500	33550	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	29	30	46736	46812	$50000	$47000	$43800	37	38	45207	45307	$49992	$46000	$41400
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				1	3	44000	34667	*	*	*
PHYSICS	+	1	+	42000				5	7	40500	41340	*	*	*
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	44	68						77	126					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23339 18			23703 22 26500/20000		26594 7	22000 1		26799 3
BUSINESS ADMIN (INCL MGMT	20600 10	20400 1	18750 4	24084 23 36000/21000	22500 3	20277 52 27000/18000			18200 1
DISTRIBUTION MANAGEMENT						17800 1			
ECONOM & FINANCE (BANKING	23821 29 40000/15000		20080 5	23982 27 35000/20000		21121 19			20000 1
HOTEL/RESTAURANT MGMT.		17500 1	19951 15						
HUMAN RSRCS (incl LABOR R		20000 1				22000 1			
MANAGEMENT INFO SYSTEMS	24200 1			27125 26 31000/25800		24838 13		25000 1	
MARKETING/MARK MGMT (RESR	18267 3	21000 2	21000 2	22406 17		21907 73 40000/16000			21333 3
REAL ESTATE				30000 1					
ADVERTISING						19500 2			
COMMUNICATIONS	16500 1			19183 6		18088 8			17200 3
JOURNALISM			12000 1	24000 1		25750 2			15108 5
TELECOMMUN/BROADCASTING						14200 3			
PHYSICAL EDUCATION								25000 1	
HUMAN ECOLOGY (HOME ECONO	19000 2					14520 4			
TEXTILES & CLOTHING						19876 19			
MERCHANDISING MANAGEMENT						18613 16			
FOREIGN LANGUAGES					33000 1				
LETTERS (incl English, Li	22000 1	16000 2	20000 1	20903 2	21000 1				16250 2
VISUAL & PERFORMING ARTS					10000 1		21000 1		21000 1
HUMANITIES - OTHER		17500 1	18200 3	25150 4		20114 14			
CRIMINAL JUSTICE			14000 1			17386 1		21250 2	
POLITICAL SCIENCE/GOVT	22000 1			19300 1	14300 1	50000 1			

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
COMPUTER					30000 1	31500 1	35000 2	30660 6	30000 1
ELECTRICAL/ELECTRONIC			31750 2			32013 28 36000/30300	31441 6	30393 35 33200/28000	31270 6
INDUSTRIAL						31000 1		29961 23 36500/28500	25000 1
MECHANICAL						31000 1		31593 29 37000/30000	31500 4
METALLURGICAL								29000 1	
PETROLEUM									32033 6
ENGINEERING TECHNOLOGY								28750 2	22500 1
ANIMAL SCIENCES								16000 1	
COMPUTER SCIENCE	31000 2	33000 1				30352 14	27789 12	29730 18	
COMPUTER PROGRAMMING							25200 1	27250 2	
INFORMATION SCIENCES & SY	29999 5			27500 1			24233 3	27743 7	
SYSTEMS ANALYSIS								30500 1	
HEALTH SCIENCES				21996 1				13000 1	
ACTUARIAL								32000 1	
BIOLOGICAL									42000 1
GEOLOGY & GEOLOGICAL SCI								21000 2	
MATHEMATICS							25550 2		
PHYSICS								21956 2	

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27084 862 40000/24500			24214 7		20727 5	20424 3	25500 2	22600 2
BUSINESS ADMIN (INCL MGMT	16687 3	21250 2		22600 5	25000 2	18386 7		26331 13	30000 2
DISTRIBUTION MANAGEMENT	27500 1								
ECONOM & FINANCE (BANKING	27733 6			22642 57 45000/16500	26643 6	26750 2	19167 3	27871 31 32000/26000	21000 1
MANAGEMENT INFO SYSTEMS	27498 4			27500 1		29432 3	26451 8	28214 7	
MARKETING/MARK MGMT (RESR	25375 4	19000 1		19000 5	18583 3	22561 7	21350 4	28000 2	14400 1
REAL ESTATE	27500 2								
ADVERTISING		23000 1				20250 2	24000 1		
COMMUNICATIONS		17000 2				16600 4	19000 3	23550 4	
JOURNALISM		13000 1				15300 2			
TELECOMMUN/BROADCASTING						16433 3			
HUMAN ECOLOGY (HOME ECONO						25400 1		30000 1	
MERCHANDISING MANAGEMENT		12480 1							
FOREIGN LANGUAGES							19200 1		
LETTERS (incl English, Li		16000 1					19000 1	26000 2	
VISUAL & PERFORMING ARTS						17000 1			
HUMANITIES - OTHER						46000 1	45000 2		
CRIMINAL JUSTICE					19100 2				
PSYCHOLOGY		40000 1				18600 1		23000 1	
AEROSPACE & AERONAUTICAL								30250 4	
BIOENGINEERING & BIOMEDIC								29000 1	
CHEMICAL		28200 1						31800 3	
CIVIL								27777 25 33000/26004	26934 17

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PSYCHOLOGY				17200 1		22429 7			
SOCIAL SCIENCES-OTHER									17000 1
COMPUTER	34000 1								
ELECTRICAL/ELECTRONIC				30350 2					
INDUSTRIAL						23500 1			
MECHANICAL				29700 1					
METALLURGICAL									30800 1
ENGINEERING TECHNOLOGY						14000 1			
AGRIBUSINESS						21000 1			
COMPUTER SCIENCE				26932 6		24125 4	24000 1		27000 2
INFORMATION SCIENCES & SY		21500 1	26400 1	25765 10		26900 3			30000 1
ACTUARIAL				30180 5					
BIOLOGICAL				26000 1					
GEOLOGY & GEOLOGICAL SCI			18000 1	30000 1					
MATHEMATICS	22000 1	19450 2		24250 2		24500 1			

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			22935 6	25133 6	21500 2	20836 16	23603 7		26500 4
BUSINESS ADMIN (INCL MGMT	45000 1	22500 1	26823 6	35000 1	16500 1	21482 7	20626 3	27980 4	20330 5
DISTRIBUTION MANAGEMENT			23233 6			21600 1			
ECONOM & FINANCE (BANKING	22500 2		29061 8	27500 3		21079 11			28667 3
HUMAN RSRCS (incl LABOR R			22000 1				19000 1		
MANAGEMENT INFO SYSTEMS	30000 1		27980 5	28200 4					18000 1
MARKETING/MARK MGMT (RESR			26000 1	27000 2		15738 1	25000 1		26000 2
REAL ESTATE	28750 4								
COMMUNICATIONS			19000 1	15000 1	17133 3	15946 3	18050 2	16000 1	
JOURNALISM					18000 1	10000 1			18500 1
TELECOMMUN/BROADCASTING					12000 1				
ELEMENTARY EDUCATION					18655 61 38000/12600				
PRE-ELEMENTARY EDUCATION					16975 14			12000 1	
PHYSICAL EDUCATION					18000 1	15000 1			
SPECIAL EDUCATION					20532 19				23000 1
HUMAN ECOLOGY (HOME ECONO					17645 7		17148 1	20000 2	
FOREIGN LANGUAGES						16056 1			
LETTERS (incl English, Li					17675 6	16553 2	13440 1	16000 1	
VISUAL & PERFORMING ARTS					19800 5			12000 1	
HUMANITIES - OTHER		17000 1	19800 2			18600 1		25200 1	
CRIMINAL JUSTICE						25000 1	35000 1		12000 1
HISTORY					19000 1	24000 1			
POLITICAL SCIENCE/GOVT	18000 1		17000 1		18722 2	21667 3			

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY					18067 3		22550 4	16200 3	
SOCIOLOGY					16560 2		26718 4		21000 1
SOCIAL SCIENCES-OTHER					19800 1	25000 1	18867 3		13904 1
AEROSPACE & AERONAUTICAL						25687 3			
AGRICULTURAL						30396 1			
CHEMICAL		34900 2				20150 1			
CIVIL		29650 2	24385 50 29500/23532	29286 8		24276 14	25403 33 28400/23532		21600 1
COMPUTER		34700 3		33280 1	26000 1	25343 1			
ELECTRICAL/ELECTRONIC		32665 4		32179 35 34825/31200	20400 1	24479 15	23167 3		
INDUSTRIAL		34000 1		30000 2		25761 5			
MECHANICAL		31325 4	31567 3	30977 26 35000/28200	23512 2	27922 4			
NUCLEAR				30608 4		30396 1	27500 1		
ENGINEERING TECHNOLOGY				35620 1					
INDUSTRIAL TECHNOLOGY						21286 7			
ANIMAL SCIENCES						14536 1			
NATURAL RESOURCES							15850 2		
COMPUTER SCIENCE		31333 3	28560 2	28700 7	15000 1	26759 6	29541 2	22333 3	
INFORMATION SCIENCES & SY			21000 1	25000 1	23000 1				24000 1
ALLIED HEALTH								27660 31 32000/24500	24467 3
NURSING							27300 1	25063 16	29500 2
BIOLOGICAL		12500 2			19750 4	16800 1	23000 1	30000 2	
CHEMISTRY					14000 1		21000 1		
GEOLOGY & GEOLOGICAL SCI					17500 1		15000 1	12480 1	

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MATHEMATICS			23000 2		18161 4	21423 2			

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	19000 2			26000 2	26248 5	27346 13	26915 14	19250 4	28068 23 31000/25800
BUSINESS ADMIN (INCL MGMT			16923 2		26567 3	24500 1	27200 8	23000 3	26929 9
DISTRIBUTION MANAGEMENT						25560 1	26000 1		
ECONOM & FINANCE (BANKING				26000 3	23500 1	15000 1	26300 9	25164 1	27749 6
MANAGEMENT INFO SYSTEMS					25406 6	29781 8	37200 2		29834 7
MARKETING/MARK MGMT (RESR					24000 2	22175 4	23833 6	24038 8	25848 16
COMMUNICATIONS		21800 1		20000 1	16000 1		29000 3		28822 2
JOURNALISM				12000 1					
ELEMENTARY EDUCATION	15600 1		16050 2						18000 1
PRE-ELEMENTARY EDUCATION			9048 1						
PHYSICAL EDUCATION			17000 1						27200 1
HUMAN ECOLOGY (HOME ECONO			13200 2	24560 1					
FOREIGN LANGUAGES						24500 1			
LETTERS (incl English, Li			17000 2		23916 1				
VISUAL & PERFORMING ARTS		17000 1							
HUMANITIES - OTHER	42750 2		27000 1				45000 3		
HISTORY	22000 1								
POLITICAL SCIENCE/GOVT							27000 1		32644 1
PSYCHOLOGY			15795 4				30000 1		
SOCIAL SCIENCES-OTHER	18800 1		14000 3						
AEROSPACE & AERONAUTICAL					31462 50 36920/30396		27000 1		
AGRICULTURAL					30680 1	32500 1	32822 8	21600 1	
CHEMICAL					30940 1	31820 3	33325 4	32875 4	34715 135 39370/33000

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CIVIL					30000 1	31200 1	30333 3	27537 14	30750 4
COMPUTER					31587 9		37000 1	27000 1	
ELECTRICAL/ELECTRONIC					31743 96 37750/30160	30545 4	32208 58 36000/30600	31950 2	31341 15
INDUSTRIAL					29458 11	32300 3	32451 39 37200/30000	31020 1	31907 24 38700/30000
MECHANICAL					30951 52 36400/30000	29903 39 36000/25000	32143 110 37000/29000	31355 10	33898 38 37320/31800
METALLURGICAL					33000 1		33054 9	29380 1	32800 1
PETROLEUM									33333 3
ENGINEERING TECHNOLOGY					29540 5		31715 13	32250 2	31055 5
INDUSTRIAL TECHNOLOGY					25500 3				
AGRIBUSINESS						21349 9	29736 1		
ANIMAL SCIENCES						16250 4			
PLANT SCIENCES						21200 5			
NATURAL RESOURCES						22000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE	20000 1				31107 15		29729 14		31648 13
COMPUTER PROGRAMMING		23500 1							30000 1
INFORMATION SCIENCES & SY						33300 2	28650 2		31889 16
ALLIED HEALTH			15680 1						
PHARMACY									32040 9
BIOLOGICAL	11440 1								31322 2
CHEMISTRY									28169 31 45000/23200
PHYSICS							31000 1		

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	31192	6	28605	17	26030 30000/20000	20	33000	1	25350	6			31000	2	27024	4	27320 32000/25000	48
BUSINESS ADMIN (INCL MGMT	35400	1			25393	9	22458	4	25496	5			40000	1	26950	4	30600	1
DISTRIBUTION MANAGEMENT			26600	3	31000	2			25750	2					28200	1	26333	3
ECONOM & FINANCE (BANKING	27375	4	25970	12	26340	8	28000	1	24000	1			27450	2	28225	4	28667	6
HUMAN RSRCS (incl LABOR R	24000	1									27000	1			28200	1	30100	2
MANAGEMENT INFO SYSTEMS	30283	4	29448	2	27000	1									27000	1	32100	2
MARKETING/MARK MGMT (RESR	25388	8	24399	18	24975	8	23971	18	24000	2			26033	6	20810	10	23612	3
COMMUNICATIONS	31824	1	25500	3	24750	2	24000	1							27240	1		
JOURNALISM	25000	1			18000	1												
TELECOMMUN/BROADCASTING			34236	1														
PHYSICAL EDUCATION	22000	1																
HUMAN ECOLOGY (HOME ECONO					22300	1											22000	1
TEXTILES & CLOTHING					26000	1												
LETTERS (incl English, Li	31500	1																
VISUAL & PERFORMING ARTS	20000	1					20000	1										
HUMANITIES - OTHER	24000	1																
POLITICAL SCIENCE/GOVT					19550	2												
SOCIOLOGY					31000	1												
SOCIAL SCIENCES-OTHER					24000	1												
AEROSPACE & AERONAUTICAL	31600	1	32525	4													34000	1
AGRICULTURAL																	30000	1
CHEMICAL	33050	2	34700	2	35450	14	35850	2	32200	1			35733	3	35627	11	36297 39600/35000	91
CIVIL	39000	1							30750	4					33000	1	32862	13

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER	31824 17	33325 12			27000 1			31000 4	
ELECTRICAL/ELECTRONIC	31658 30 37000/28500	32429 117 38000/30000	31520 5	34200 2	33331 12			34265 11	34741 10
INDUSTRIAL	32100 2	31534 40 37800/29700	30866 10	32100 4	31775 8			33040 7	34000 5
MECHANICAL	30868 8	32125 61 36000/30000	33607 15	31600 3	32203 18		33000 3	33767 16	35344 41 37200/34000
METALLURGICAL		32233 3			32005 20 34800/30300				28500 1
MINING (INCL GEOLOGICAL)									34250 2
NUCLEAR		32910 2							
PETROLEUM									37800 7
ENGINEERING TECHNOLOGY		32475 8							32000 2
INDUSTRIAL TECHNOLOGY		27500 3		30000 1					34500 1
AGRIBUSINESS			24000 1						
OTHER AGRICULTURAL SCIENC			20000 1						
COMPUTER SCIENCE	31476 31 35000/28730	32458 11	35000 1	29500 1	26700 1				31933 9
COMPUTER PROGRAMMING								28000 1	30600 2
INFORMATION SCIENCES & SY	31462 6	28880 5	26400 2				30000 1	28773 4	30960 10
CHEMISTRY					30900 1		31000 1	30000 1	32400 1
MATHEMATICS	27504 2						25000 1		
PHYSICS	24600 1								

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	23500	1			29500	4	24800	4			25986	7	23967	6
BUSINESS ADMIN (INCL MGMT					27350	2					28600	1	19494	15
ECONOM & FINANCE (BANKING	28440	1			30500	1			21918	2	27500	1	23500	2
MANAGEMENT INFO SYSTEMS											26884	1		
MARKETING/MARK MGMT (RESR	21260	5			24000	3			22545	3	22333	3	26150	10
COMMUNICATIONS	24000	1									26500	1	20925	4
JOURNALISM	24000	1											13000	1
TELECOMMUN/BROADCASTING													21000	1
ELEMENTARY EDUCATION													19040	1
PRE-ELEMENTARY EDUCATION													14200	2
HUMAN ECOLOGY (HOME ECONO													26000	1
TEXTILES & CLOTHING									21800	2				
MERCHANDISING MANAGEMENT									21900	2				
LETTERS (incl English, Li	24000	1											22200	1
VISUAL & PERFORMING ARTS	20000	1												
HUMANITIES - OTHER													22100	1
POLITICAL SCIENCE/GOVT													15600	2
SOCIAL SCIENCES-OTHER											16000	1		
AEROSPACE & AERONAUTICAL													27452	5
AGRICULTURAL			32000	1										
BIOENGINEERING & BIOMEDIC					33000	1					29705	1	29705	1
CHEMICAL	32000	1	34680	5					35100	1	35540	5	38000	4
CIVIL											29160	2	27906	15

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
COMPUTER											33000	1		
ELECTRICAL/ELECTRONIC			32333	3	30500	3					30285	4	29057	15
INDUSTRIAL					31350	2					30630	10	29955	11
MECHANICAL	27000	1	32167	6	32625	3	30600	2	22568	1	32292	17	31035	15
METALLURGICAL			35200	1			31150	4			33700	2		
NUCLEAR			31200	1			30600	1					20000	1
ENGINEERING TECHNOLOGY			35000	1	27500	1					31500	1	31500	1
INDUSTRIAL TECHNOLOGY					30000	1					30000	1		
AGRIBUSINESS											22000	1		
ANIMAL SCIENCES													12000	1
COMPUTER SCIENCE											30000	2	28075	4
COMPUTER PROGRAMMING											30507	3		
INFORMATION SCIENCES & SY							29100	1			34200	2	21000	1
CHEMISTRY											27350	1		
PHYSICS					18000	1							26400	1

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27048 882 40000/24300	19998 10		22608 75 45000/16000	23370 13	21176 39 46000/15000	24038 26 52000/19000	27143 63 32000/25000	23433 6
BACHELOR - TECHNICAL	30285 7	30600 2	31750 2	24748 2	30000 1	31440 45 38000/29950	28504 26 37000/23500	29516 164 37000/26000	29276 37 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22643 66 40000/16000	18675 8	19290 32 23000/16000	24100 131 36000/20000	20829 7	21074 243 50000/15600	21500 2	23125 4	19012 20 28000/13000
BACHELOR - TECHNICAL	28000 2	20133 3	22200 2	27323 28 32700/26000		23655 11	24000 1		28700 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	28111 9	19750 2	25241 37 42000/17000	26476 17	18591 130 38000/12500	20246 51 28000/15738	22374 28 36000/17148	20123 14	22603 20 29000/16650
BACHELOR - TECHNICAL		30579 21 36000/27500	24794 58 32000/23000	31097 85 35620/28200	19661 16	24429 62 36000/19000	24720 45 30500/22416	26376 53 40000/20000	25429 7

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	25700 7	19400 2	15810 18	23320 8	24989 19	26621 29 32850/21400	28198 48 50000/23000	22717 16	27459 66 37000/24500
BACHELOR - TECHNICAL	15720 2	23500 1	15680 1		31239 245 37750/29500	27756 73 36000/20000	32062 264 50000/29000	29666 36 36500/24348	32988 297 45000/28800

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27820 30 37000/22000	26545 56 49000/22680	25589 57 33000/20000	24089 26 33000/22000	25193 16	27000 1	28464 11	24905 26 31200/21000	27427 66 35000/24000
BACHELOR - TECHNICAL	31512 101 39000/28500	32167 268 40000/30000	32622 49 39000/29000	32523 13	32026 66 35000/30000		32467 9	33401 56 36700/30000	35084 197 39600/31200

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	22749 11		27520 10	24800 4	22097 9	24959 15	21518 47 35000/14400
BACHELOR - TECHNICAL	29500 2	33156 18	30048 12	30688 8	28834 2	31572 53 36300/28835	29222 75 50000/25000

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27087 858 40000/24500	25519 253 41000/20000		25500 1	31500 2				27475 23 49000/24504
BUSINESS ADMIN (INCL MGMT	17530 2	21026 12	25250 2	19100 5	25000 1				25998 14
ECONOM & FINANCE (BANKING	27733 6	25204 30 42000/20000	20573 15	23452 30 45000/19000	30680 2	18000 1		30000 1	26907 71 40000/22000
MANAGEMENT INFO SYSTEMS	26998 2	28500 1							28600 3
MARKETING/MARK MGMT (RESR	24500 2	26000 3	15000 1		12800 1			13750 1	22500 4
REAL ESTATE				29000 1			30000 1		28667 3
COMMUNICATIONS									18000 4
JOURNALISM									25000 1
LETTERS (incl English, Li	23058 2	22000 1							
CRIMINAL JUSTICE							19200 1		
POLITICAL SCIENCE/GOVT		22000 1							27000 1
ELECTRICAL/ELECTRONIC						31500 1	32000 1		
INDUSTRIAL		30600 1							
MECHANICAL									30500 1
INFORMATION SCIENCES & SY		30000 1							28500 1
HEALTH SCIENCES				21996 1					
MATHEMATICS									20000 1

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING					20804	1												
BUSINESS ADMIN (INCL MGMT	22000	4	22860	9	23150	6							25000	1	15000	1	18200	1
ECONOM & FINANCE (BANKING	22300	4	21514	7	21799	7							29400	1				
MARKETING/MARK MGMT (RESR	18000	1	19200	1	20806	1									23000	1	16700	2
ADVERTISING									23000	1					21000	1		
COMMUNICATIONS					20800	1	17000	2	16000	1	18400	2	23612	2	20848	5	15500	2
JOURNALISM											14553	3	14400	1	15000	2	15270	4
TELECOMMUN/BROADCASTING									20412	3			15000	1				
HUMAN ECOLOGY (HOME ECONO			19000	2														
MERCHANDISING MANAGEMENT							12480	1										
LETTERS (incl English, Li					20903	2									16000	2	18125	4
VISUAL & PERFORMING ARTS							18000	4										
HUMANITIES - OTHER			22800	2	25000	1									60000	1	25500	1
SOCIAL SCIENCES-OTHER															19800	1	17000	1
ELECTRICAL/ELECTRONIC													33750	2	31500	1		
INDUSTRIAL													32887	3				
MECHANICAL							27300	1										
ANIMAL SCIENCES																	16000	1
COMPUTER SCIENCE													26275	1			24000	1
PHYSICS													23912	1				

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							23000 2	16000 1	21623 4
BUSINESS ADMIN (INCL MGMT	17500 1	19988 5	22657 7	34275 4	26000 1	18423 2	22240 29 28600/18000	22767 3	24587 2
DISTRIBUTION MANAGEMENT				25684 9		26400 2	20000 1		
ECONOM & FINANCE (BANKING		26500 1	19917 6	26400 1	26000 1		23833 17	22000 1	20000 1
MANAGEMENT INFO SYSTEMS		31992 1					24998 2		
MARKETING/MARK MGMT (RESR	22625 4	24817 6	23577 26 40000/19000	23500 2	27429 7	27000 1	23251 166 37000/18000	25000 1	
ADVERTISING	21750 2								
COMMUNICATIONS	10800 1	22750 2	22800 1	34000 1			23250 13	13800 2	
JOURNALISM	18250 2	10000 1	23000 1				25500 3		
TELECOMMUN/BROADCASTING	21000 1					15000 1	19300 1		
PHYSICAL EDUCATION							24600 2		
HUMAN ECOLOGY (HOME ECONO		21600 1					10920 1		
TEXTILES & CLOTHING			19931 14				26000 1		
MERCHANDISING MANAGEMENT		21000 1					26000 1		
FOREIGN LANGUAGES			24500 1						
LETTERS (incl English, Li	16000 1	24000 1					31500 1	13440 1	
VISUAL & PERFORMING ARTS							20000 1		
HUMANITIES - OTHER			20700 8	46000 1			29000 4		
CRIMINAL JUSTICE			14000 1				19000 1		
HISTORY							22000 1		
POLITICAL SCIENCE/GOVT			50000 1			14100 1	22589 5		24000 1
PSYCHOLOGY			20500 1				27775 4		
SOCIAL SCIENCES-OTHER							24000 1		

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
AGRICULTURAL		32500 1							
CHEMICAL		35850 2					50000 1		
CIVIL							29000 2		
ELECTRICAL/ELECTRONIC							31673 11	24700 1	
INDUSTRIAL				30600 1			31170 12		
MECHANICAL		31000 2			30056 1		30513 15	32400 1	27500 1
METALLURGICAL	30600 1								
ENGINEERING TECHNOLOGY							22500 2		
AGRIBUSINESS			21000 1				24434 4		
PLANT SCIENCES							20500 2		
INFORMATION SCIENCES & SY			28500 1						
BIOLOGICAL							29548 3		
CHEMISTRY						27354 4	26644 10		
GEOLOGY & GEOLOGICAL SCI							30000 1		
MATHEMATICS							22000 1		

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		31667 3	21359 2				24000 1		23000 1
DISTRIBUTION MANAGEMENT			21600 1						
ECONOM & FINANCE (BANKING	18747 2		20898 3						
COMMUNICATIONS			15600 1						37200 1
PHYSICAL EDUCATION		25000 1	15000 1						
HUMAN ECOLOGY (HOME ECONO									24150 2
TEXTILES & CLOTHING									21600 1
FOREIGN LANGUAGES			16056 1						
LETTERS (incl English, Li			16800 1						
HUMANITIES - OTHER		24000 1	18600 1						
CRIMINAL JUSTICE		25833 3							
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT	20000 1		21000 1						
PSYCHOLOGY		21000 2							
SOCIAL SCIENCES-OTHER			25000 1						
AEROSPACE & AERONAUTICAL							30599 13		31240 13
AGRICULTURAL							31000 2		29080 3
BIOENGINEERING & BIOMEDIC						29000 1			
CHEMICAL						32467 3	32808 6	35000 1	34692 26 36400/33000
CIVIL			15000 1			26350 2	26594 118 36000/23532	27066 14	27773 4
COMPUTER							29100 2		30000 1
ELECTRICAL/ELECTRONIC	33300 2						31556 65 36000/28536	28533 6	32742 85 37750/30600
INDUSTRIAL								29288 2	31411 112 37200/28800

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MECHANICAL	33600 1		23660 1				31166 97 37320/27000	33000 4	32613 161 39000/30000
METALLURGICAL							31450 4		32052 25 34800/30300
MINING (INCL GEOLOGICAL)									36000 1
NUCLEAR							30396 1		
ENGINEERING TECHNOLOGY							40000 1		32685 19
INDUSTRIAL TECHNOLOGY							32250 2		24269 13
COMPUTER SCIENCE							30500 1		31100 3
BIOLOGICAL			16800 1						
CHEMISTRY									30500 2
GEOLOGY & GEOLOGICAL SCI		18000 1							

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									25200 1
BUSINESS ADMIN (INCL MGMT	28800 1							35400 1	
TEXTILES & CLOTHING									22000 1
AEROSPACE & AERONAUTICAL	31000 1				31930 7	31716 6		30160 1	30825 21 36920/28000
AGRICULTURAL					34000 1				32379 6
BIOENGINEERING & BIOMEDIC									30803 3
CHEMICAL	36000 1			30940 1	35065 33 39600/33300	33985 4	35493 167 39600/33300	35332 15	34739 32 37800/33000
CIVIL					30089 3	24399 4		28357 11	27619 35 36000/23532
COMPUTER	30772 5	33280 1	32122 22 36000/29640	33805 8	32400 5	31253 3			31305 8
ELECTRICAL/ELECTRONIC	30998 29 36000/29000	31783 49 35000/31000	31410 16	32058 33 37000/30420	31071 39 35000/28168	31225 17	32350 4	31537 21 36400/29600	31356 109 36000/27300
INDUSTRIAL	32214 10		35400 2	29850 2	33111 7		29000 3	31396 5	30659 25 34600/27000
MECHANICAL	31776 7	32550 12	31850 2	31915 11	32433 32 37000/29800	30892 13	33653 12	32206 46 36000/30000	32677 93 37200/30000
METALLURGICAL				33600 1	32127 3		31050 2	32400 1	33400 7
MINING (INCL GEOLOGICAL)								32500 1	
NUCLEAR		33525 2			29050 2	24000 1	32400 1		32000 3
PETROLEUM						28300 2	33333 3		36382 11
ENGINEERING TECHNOLOGY	32500 1	31540 3				29500 4		28415 5	30494 4
INDUSTRIAL TECHNOLOGY	22500 1	30000 1							
COMPUTER SCIENCE	30408 9		32340 5	35000 1	30000 1			32500 2	30540 5
COMPUTER PROGRAMMING			30507 3						
INFORMATION SCIENCES & SY			30000 1	30000 1					
SYSTEMS ANALYSIS		30500 1							
BIOLOGICAL							42000 1		

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMISTRY					30266 12	27000 1			
GEOLOGY & GEOLOGICAL SCI					15000 1				
MATHEMATICS	27600 1								

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	23843 4					30200 1			18000 1
SPECIAL EDUCATION									23000 1
HUMAN ECOLOGY (HOME ECONO									20000 2
LETTERS (incl English, Li									16000 1
VISUAL & PERFORMING ARTS	12000 1								
HUMANITIES - OTHER			25200 1						
PSYCHOLOGY				15600 1					17000 1
CHEMICAL					20150 1				
NUCLEAR									20000 1
COMPUTER SCIENCE	27500 1							18167 3	20000 1
ALLIED HEALTH			24255 2		25380 5		29489 18		24098 8
NURSING	25000 1			25683 18					
BIOLOGICAL	40000 1								
CHEMISTRY									21000 1

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					27697 4	16000 1			
BUSINESS ADMIN (INCL MGMT	16305 1				25600 5	28700 3	27125 4		
DISTRIBUTION MANAGEMENT					26000 1				
ECONOM & FINANCE (BANKING					27522 5	26010 2	25867 3		
MANAGEMENT INFO SYSTEMS					28109 12	26949 63 32400/24700	29038 16		
MARKETING/MARK MGMT (RESR	15738 1					27333 3			
COMMUNICATIONS	15738 1								
JOURNALISM									13000 1
ELEMENTARY EDUCATION		19040 1							
PRE-ELEMENTARY EDUCATION				9048 1					
HUMAN ECOLOGY (HOME ECONO		10000 1		17148 1					
LETTERS (incl English, Li	16768 3								
HUMANITIES - OTHER	27000 1				51000 2		38000 1		
CRIMINAL JUSTICE				12000 1					
POLITICAL SCIENCE/GOVT			18500 1						
PSYCHOLOGY		16363 6		19733 3		24200 1			
SOCIOLOGY		20160 2		24134 5					
SOCIAL SCIENCES-OTHER	20900 2	14452 2		15150 4					
AEROSPACE & AERONAUTICAL							28987 6		
AGRICULTURAL									29736 1
CHEMICAL							36500 1		
CIVIL							27940 5		
COMPUTER					31925 4		35000 1		

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ELECTRICAL/ELECTRONIC					32000 1	31824 1	32722 9		
INDUSTRIAL						32000 1			30000 1
MECHANICAL					32420 2	30000 1	28387 6		
ENGINEERING TECHNOLOGY					29500 1	31500 1	30000 2		
AGRIBUSINESS									20190 6
ANIMAL SCIENCES									15256 6
PLANT SCIENCES									21500 2
NATURAL RESOURCES									17900 3
OTHER AGRICULTURAL SCIENC									25000 2
COMPUTER SCIENCE		36000 1			28496 67 38000/24000	29365 18	32034 52 50000/29100		
COMPUTER PROGRAMMING					28117 6	25200 1			
INFORMATION SCIENCES & SY					29265 53 36036/24000	26183 13	29887 8		
ALLIED HEALTH	15680 1					31860 1			
HEALTH SCIENCES		13000 1							
ACTUARIAL								30483 6	
BIOLOGICAL		11440 1			20000 1				23000 1
GEOLOGY & GEOLOGICAL SCI		12480 1							
MATHEMATICS					25750 4	25008 1	23000 2	28500 1	19000 1
PHYSICS					25500 2				

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28850 6		26780 5					
BUSINESS ADMIN (INCL MGMT		26875 12	23929 7	21244 66 40000/15200					15000 1
DISTRIBUTION MANAGEMENT		27500 1		25614 7					
ECONOM & FINANCE (BANKING		27880 30 32000/26000		20967 32 30000/15000					
HOTEL/RESTAURANT MGMT.				19798 16					
HUMAN RSRCS (incl LABOR R			26400 6	21333 3					
MANAGEMENT INFO SYSTEMS		27429 7	45000 1	25000 1					
MARKETING/MARK MGMT (RESR		24375 4		20929 28 28000/18000					
REAL ESTATE		27500 2							
ADVERTISING				19500 2					
COMMUNICATIONS		23400 3		19356 18					18400 1
JOURNALISM				12000 1					
TELECOMMUN/BROADCASTING			16600 1	11000 1					
ELEMENTARY EDUCATION			18000 1	18000 1					18534 63 38000/12600
PRE-ELEMENTARY EDUCATION									16356 17
PHYSICAL EDUCATION									17500 2
SPECIAL EDUCATION									20532 19
HUMAN ECOLOGY (HOME ECONO		23933 3		15853 3					18509 8
TEXTILES & CLOTHING				19720 5					
MERCHANDISING MANAGEMENT				18413 16					
FOREIGN LANGUAGES				19200 1			33000 1		
LETTERS (incl English, Li		28500 1		18667 3		21000 1			18138 4
VISUAL & PERFORMING ARTS			21000 1	18500 2		10000 1			21250 4

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HUMANITIES - OTHER			35000 1	19436 11			17000 1		
CRIMINAL JUSTICE				21193 2					
HISTORY									19000 1
POLITICAL SCIENCE/GOVT				15100 2		14300 1			18944 1
PSYCHOLOGY		23000 1	30000 1	21000 4					17200 1
SOCIOLOGY				31000 1					
SOCIAL SCIENCES-OTHER				16000 1					
AEROSPACE & AERONAUTICAL		31000 1							
CHEMICAL		27000 1						33836 1	
CIVIL		26480 10							
COMPUTER		30000 4							
ELECTRICAL/ELECTRONIC		30950 20 35000/28000		32075 1					
INDUSTRIAL		29915 20 36500/26000		31430 4					
MECHANICAL		30467 9		28500 1					
METALLURGICAL		29000 1							
ENGINEERING TECHNOLOGY		22500 1							
AGRIBUSINESS				24500 2					
PLANT SCIENCES		22000 1							
COMPUTER SCIENCE		30465 13		23250 2					
COMPUTER PROGRAMMING		28500 1							
INFORMATION SCIENCES & SY		29933 9							
PHARMACY								32040 9	
BIOLOGICAL								13667 3	21000 3

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CHEMISTRY				23000 1				26979 7	
GEOLOGY & GEOLOGICAL SCI		21000 2							17500 1
MATHEMATICS				19518 3	23846 1				17663 3
PHYSICS		20000 1						24500 2	

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27055 872 40000/24000	25300 301 42000/20000	20783 18	23069 37 45000/19000	27027 6	18000 1	24600 2	21875 2	26549 124 49000/21360
BACHELOR - TECHNICAL		30300 2		21996 1		31500 1	32000 1		26333 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	21689 9	21864 21 25140/19200	22143 19	16926 7	20047 5	16092 5	21837 6	21789 14	17245 15
BACHELOR - TECHNICAL				27300 1			30907 7	31500 1	20000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19650 12	22602 19	22247 67 50000/19000	28981 18	27111 9	20821 7	23317 257 50000/18000	19149 9	22458 8
BACHELOR - TECHNICAL	30600 1	33240 5	24750 2	30600 1	30056 1	27354 4	29359 64 50000/23200	28550 2	27500 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	19164 3	26350 10	19933 14				24000 1		26020 5
BACHELOR - TECHNICAL	33400 3	18000 1	18487 3			29850 6	29546 312 40000/23795	28729 27 36000/25000	32086 468 50000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	28800 1							35400 1	23600 2
BACHELOR - TECHNICAL	31087 65 36000/27600	31933 69 35700/30680	31901 51 37800/29520	32218 58 37000/30000	32267 146 45000/27500	30466 55 36600/27500	35150 193 42000/32100	31896 108 37000/28000	31742 362 39600/27072

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21474 5		25200 1	15600 1		30200 1			19000 6
BACHELOR - TECHNICAL	30833 3		24255 2	25683 18	24508 6		29489 18	18167 3	23071 11

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18543 9	16370 12	18500 1	18578 15	29024 29 52000/25000	26823 73 33000/24180	28696 24 38000/26000		13000 1
BACHELOR - TECHNICAL	15680 1	18230 4			28773 141 38000/23500	28325 38 36000/25008	31095 92 50000/26400	30200 7	20048 23 30000/14536

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27107 70 37000/25000	25868 19	20590 232 40000/15600		15100 3	25000 2		18566 122 38000/12600
BACHELOR - TECHNICAL		29401 94 36500/26000		25954 14	23846 1			27320 22 35000/16000	19070 7

AVERAGE SALARY OFFERS MARCH 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33693 8	26000 1		35125 4			28000 1	36818 11	
MBA--TECH	29000 2				60000 1	43000 1		27500 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	29333 3			32250 2		26000 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	28000 1	36600 1		38000 1		25200 2	35000 1	32000 2	27500 1
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	22500 1				29500 2		34467 6		41524 5
MBA--TECH							36400 2		36896 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	36770 4	36000 1	37733 6	51000 1				34800 1	35000 1
MBA--TECH	38822 1		35800 2		35700 1			35800 1	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH			38000 1				27667 3
MBA--TECH							

A3940-1.34

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engineering
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 9, 1990 through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	79	369	$25630	$25882	$30000	$25500	$21000	1190	2290	$26706	$26141	$30000	$27000	$23000
BUSINESS ADMIN (INCL MGMT	25	105	22978	23741	27600	24000	17200	247	508	22941	22730	28800	22300	16305
DISTRIBUTION MANAGEMENT	4	6	30300	26116	*	*	*	26	34	26137	25285	31000	26250	21600
ECONOM & FINANCE (BANKING	35	155	24461	24892	27500	25500	20000	296	598	24605	24324	30000	25152	19000
HOTEL/RESTAURANT MGMT.	+	+	+	+				16	31	19798	20005	*	*	*
HUMAN RSRCS (incl LABOR R	3	4	19500	19625	*	*	*	12	54	23408	23817	*	*	*
MANAGEMENT INFO SYSTEMS	18	72	27766	28023	*	*	*	124	229	27634	27252	30000	27401	25500
MARKETING/MARK MGMT (RESR	27	136	24109	22648	26200	24500	21300	286	623	23160	22720	27000	24000	18000
REAL ESTATE	+	+	+	+				7	14	28571	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	1	4	15000	17625	*	*	*	7	24	20214	18049	*	*	*
COMMUNICATIONS	7	13	18209	20859	*	*	*	68	115	20213	20182	26500	19000	15000
JOURNALISM	2	8	15000	18000	*	*	*	22	44	17052	17500	24000	15350	12000
TELECOMMUN/BROADCASTING	+	+	+	+				9	13	17682	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	13	45	19692	19655	*	*	*	77	276	18464	19162	22500	19000	12500
PRE-ELEMENTARY EDUCATION	+	1	+	19050				18	23	15950	16783	*	*	*
PHYSICAL EDUCATION	4	8	18750	19562	*	*	*	10	31	19920	19439	*	*	*
SPECIAL EDUCATION	3	7	23333	19934	*	*	*	23	57	21005	19926	25300	20000	17570
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	1	20000	20000	*	*	*	25	37	18936	18932	25000	20000	11000
TEXTILES & CLOTHING	+	+	+	+				22	30	20329	20538	22000	19750	19000
MERCHANDISING MANAGEMENT	+	+	+	+				19	28	18636	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	5	33000	23461	*	*	*	4	10	23189	21646	*	*	*
LETTERS (incl English, Li	3	7	21333	20471	*	*	*	32	58	19516	19222	23916	19500	16000
VISUAL & PERFORMING ARTS	1	16	14000	19464	*	*	*	14	50	18357	19057	*	*	*
HUMANITIES - OTHER	2	2	22500	22500	*	*	*	39	46	25495	24915	46000	21300	17500
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	2	24000	21000	*	*	*	10	15	20809	20639	*	*	*
HISTORY	+	4	+	18704				3	12	21667	21214	*	*	*
POLITICAL SCIENCE/GOVT	3	21	31548	24650	*	*	*	18	61	21388	22269	*	*	*
PSYCHOLOGY	2	17	24100	21864	*	*	*	26	68	20845	20077	26500	20000	16000
SOCIOLOGY	1	9	14000	19144	*	*	*	9	20	22888	21689	*	*	*
SOCIAL SCIENCES-OTHER	6	11	21250	21136	*	*	*	18	26	18756	19028	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	34	29640	29977	*	*	*	70	150	30868	30510	32600	31330	27500
AGRICULTURAL	+	14	+	28327				14	29	31411	29815	*	*	*
ARCHITECTURAL	+	7	+	30700				+	29	+	30301			
BIOENGINEERING & BIOMEDIC	+	14	+	31344				4	20	30353	30812	*	*	*
CHEMICAL	23	254	35145	35179	37024	35600	33960	318	924	35128	35197	37000	35430	33000
CIVIL	20	98	26199	27713	30500	25700	23795	229	508	26850	27658	31200	26300	23532
COMPUTER	28	68	30624	30727	34000	30950	26000	88	148	31402	31307	34200	32200	27000
ELECTRICAL/ELECTRONIC	58	265	32264	31830	34200	33000	28500	570	1197	31712	31672	34000	32240	28500

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	15	92	$30339	$30491	*	*	*	225	388	$31176	$30850	$33600	$31324	$28500
MECHANICAL	63	259	32478	32719	$34500	$32400	$31000	588	1296	32113	32212	35400	32143	29000
METALLURGICAL	6	12	34083	33727	*	*	*	51	86	32343	32239	34200	32500	29500
MINING (INCL GEOLOGICAL)	+	+	+	+				2	16	34250	28961	*	*	*
NUCLEAR	+	1	+	32220				11	16	29813	30685	*	*	*
PETROLEUM	+	28	+	34011				16	86	34800	35434	*	*	*
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	5	61	29100	28311	*	*	*	48	162	30687	29315	35000	31100	26275
INDUSTRIAL TECHNOLOGY	+	4	+	29960				17	25	25441	25774	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	30	22800	21852	*	*	*	17	65	22052	22199	*	*	*
ANIMAL SCIENCES	+	4	+	17517				7	20	15362	17768	*	*	*
PLANT SCIENCES	2	18	22000	21831	*	*	*	7	23	21429	21694	*	*	*
NATURAL RESOURCES	+	1	+	20700				3	5	17900	18480	*	*	*
OTHER AGRICULTURAL SCIENC	2	13	13500	22622	*	*	*	4	27	19250	23971	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	29	120	29757	30303	34500	30125	24900	199	463	29862	29402	34020	30125	25000
COMPUTER PROGRAMMING	+	4	+	28275				11	34	28538	28501	*	*	*
INFORMATION SCIENCES & SY	18	44	25942	27822	*	*	*	98	180	28414	28432	33000	28680	23000
SYSTEMS ANALYSIS	+	1	+	28980				1	3	30500	27827	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	1	1	26000	26000	*	*	*	35	48	27044	26526	30800	27500	24000
HEALTH SCIENCES	5	5	15000	15000	*	*	*	7	21	15714	20691	*	*	*
NURSING	1	1	23000	23000	*	*	*	19	23	25647	26630	*	*	*
PHARMACY	+	3	+	35000				9	20	32040	33790	*	*	*
SCIENCES														
ACTUARIAL	1	20	31000	20411	*	*	*	7	27	30557	22634	*	*	*
ARCHITECTURAL & ENVIRONME	+	43	+	25533				+	54	+	25068			
BIOLOGICAL	1	6	31644	20956	*	*	*	15	30	23059	21286	*	*	*
CHEMISTRY	7	24	28513	30198	*	*	*	44	65	27930	28809	30690	28350	23000
GEOLOGY & GEOLOGICAL SCI	+	9	+	25893				7	18	19283	22890	*	*	*
MATHEMATICS	10	47	27950	27741	*	*	*	29	107	24345	25600	29940	24500	19000
PHYSICS	1	3	31000	30465	*	*	*	6	13	23985	26262	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	544	2636						5453	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	46	282	$26493	$26278	$30000	$26250	$23100	889	1796	$27066	$26398	$30000	$27000	$24000
ACCOUNTING (PRIVATE)	40	82	24904	24496	27900	25250	20000	313	505	25273	24960	29500	26000	20000
COMMERCIAL BANKING (CNSMR	2	34	24500	20038	*	*	*	20	77	21155	20642	26000	21700	14400
COMMERCIAL BANKING (LENDG	2	11	23000	22436	*	*	*	38	69	23041	22775	27000	21550	19000
INVESTMT BANKING (CORP FN	+	3	+	29733				6	18	27027	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				2	5	24750	24627	*	*	*
INVESTMT BANKG (REAL EST)	+	4	+	23997				3	10	27067	24619	*	*	*
INVESTMT BANKG (SALES & T	+	7	+	19500				2	11	21875	19550	*	*	*
FINANCIAL/TREASURY ANALYS	12	44	25777	26584	*	*	*	135	224	26588	26424	30000	27240	21360
PORTFOLIO MGMT/BROKERAGE	1	4	13500	22125	*	*	*	10	25	20870	20620	*	*	*
UNDERWRITING	+	5	+	21800				21	43	21864	22005	24000	22800	19200
INSURANCE - CLAIMS	1	13	20806	22723	*	*	*	20	52	22076	22131	26000	20806	20000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	5	14000	18177	*	*	*	8	15	18223	18778	*	*	*
MEDIA PLANNING	+	+	+	+				5	9	20047	19382	*	*	*
REPORTING	1	3	10920	15076	*	*	*	6	10	15230	15669	*	*	*
PRODUCTION	2	2	12700	12700	*	*	*	14	20	25527	24974	*	*	*
PUBLIC RELATIONS	1	8	20000	21417	*	*	*	16	35	22284	20964	*	*	*
WRITING / EDITING	4	6	17250	18333	*	*	*	21	28	17509	18036	23500	16500	13780
MARKETING														
ADVERTISING	1	8	14000	21313	*	*	*	14	32	20029	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	4	34	24077	26252	*	*	*	27	89	24831	25626	32000	25000	19400
BUYER/MERCHANDISING	5	26	26800	24742	*	*	*	73	122	22247	22869	26000	21000	19000
DISTRIBUTION	5	13	30840	25941	*	*	*	24	42	29436	26649	35000	29100	23000
MARKET RESEARCH	3	17	20833	24052	*	*	*	13	32	25889	24897	*	*	*
PURCHASING	2	9	21900	24722	*	*	*	12	28	23413	24034	*	*	*
SALES	38	143	24637	24623	30000	24750	18400	348	677	24545	24676	31512	24318	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	4	20000	20257	*	*	*	12	21	20787	20551	*	*	*
FINANC,TAXA, MONETARY POL	1	10	25000	25090	*	*	*	10	24	23217	23214	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				6	11	26282	26699	*	*	*
LAW ENFORCEMENT	1	2	24000	21000	*	*	*	12	14	25458	24500	*	*	*
MILITARY	3	33	26667	21710	*	*	*	20	71	20726	21683	25200	20247	15118
NATIONAL SECURITY	+	+	+	+				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	2	+	24000				+	3	+	25167			
ENGINEERING														
BIOENGINEERING	+	6	+	33548				6	18	29850	29552	*	*	*
DESIGN / CONSTRUCT	15	104	28060	29946	*	*	*	326	715	29439	29975	33600	30500	23795
ENVIRONMENTAL/SANITATION	5	16	24397	26489	*	*	*	32	72	28053	28327	32400	28000	23795
MANUFACTURING/INDUSTRIAL	83	183	32918	32212	34500	33000	31000	548	886	32151	32180	35300	32400	29000
SYSTEMS / PROGRAMMING	3	36	34200	31845	*	*	*	67	165	31081	31019	33600	32000	27600
POWER SYSTEMS	15	50	31483	32249	*	*	*	82	178	31854	31902	33600	32040	30500
SOFTWARE DESIGN & DEVELOP	+	29	+	31713				51	146	31901	31465	34200	32000	29520
HARDWARE DESIGN & DEVELOP	8	24	31292	31530	*	*	*	65	120	32300	31844	34200	32400	30144

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	24	77	$31590	$32894	$36000	$32050	$27720	162	334	$32095	$32089	$36000	$32100	$27500
TESTING	5	21	32420	30940	*	*	*	58	126	30616	30554	32800	31000	27500
PROCESS ENGINEERING	21	207	35785	34990	37024	35600	34000	213	726	35204	35034	37100	35500	32500
PROJECT ENGINEERING	2	90	29252	32940	*	*	*	111	469	31880	32403	35400	32400	28000
OTHER ENGINEERING	1	297	31700	31137	*	*	*	365	889	31697	31356	36000	32240	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				8	20	24984	22273	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				3	10	24570	22371	*	*	*
NURSES / PERSONAL CARE	1	3	23000	32667	*	*	*	19	26	25153	26542	*	*	*
OCCUPATIONAL THERAPY	1	2	26000	23000	*	*	*	6	18	24508	25980	*	*	*
PHARMACIST	+	3	+	35000				1	10	30200	35363	*	*	*
PHYSICAL THERAPY	3	3	15000	15000	*	*	*	21	21	27419	27419	30800	29000	27000
RESPIRATORY THERAPY	+	3	+	28427				3	6	18167	23297	*	*	*
OTHER HEALTH RELATED	3	9	16667	18963	*	*	*	20	37	20889	20500	25000	20640	17000
SOCIAL SERVICES														
ADMINISTRATION	1	1	23000	23000	*	*	*	10	14	18257	18376	*	*	*
COUNSELING	+	3	+	18667				16	29	16835	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	18500	17180	*	*	*
SOCIAL WORK	2	3	24100	21733	*	*	*	15	20	18578	18479	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	60	151	28630	29059	33600	29052	23795	211	449	28824	28527	33500	29100	23500
INFORMATION SYSTEMS	19	46	27442	29419	*	*	*	126	214	27415	27506	31000	27300	24200
SYSTEMS ANALYSIS & DESIGN	12	64	28391	29054	*	*	*	122	230	30330	29539	34000	30000	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	8	9	29239	29101	*	*	*	15	22	29687	29398	*	*	*
AGRICULTURE/NAT'L RESOURC	6	32	17667	20704	*	*	*	30	81	19337	20477	29736	19000	13000
ARCHITECTURE	+	8	+	24851				+	14	+	22047			
CONSULTING	18	97	26944	28645	*	*	*	176	297	28342	28318	32000	28350	25000
HUMAN RESRCS /INDUS RELS	4	7	22750	22770	*	*	*	22	46	24886	23113	35000	22750	17000
MANAGEMENT TRAINEE	22	138	23436	22488	27600	21000	19000	265	706	21040	21616	27000	20000	16000
MATH/STATISTICIANS	+	3	+	21412				1	11	23846	22739	*	*	*
PARALEGAL	1	3	17000	16813	*	*	*	4	8	15575	16593	*	*	*
RESEARCHERS NON-TECHNICAL	2	17	22500	21620	*	*	*	3	21	20667	21978	*	*	*
RESEARCHERS - TECHNICAL	2	8	30775	31091	*	*	*	22	29	27320	27939	32040	31520	16000
TEACHING	20	67	20100	19656	25000	20000	10000	147	472	18663	19158	24000	19000	12500
TOTALS	544	2636						5453	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	4	8	$29250	$27438	*	*	*	25	144	$26936	$29141	$31000	$28000	$22000
MBA--NON-TECH	28	76	37191	37423	$44400	$35000	$26000	79	193	35755	35305	45000	34800	26000
MBA--TECH	7	31	44785	39125	*	*	*	18	55	40051	38132	*	*	*
MS-BUSINESS	+	3	+	31933				6	19	36583	33679	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	1	33000	33000	*	*	*	25	33	40406	37349	48618	42000	30000
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	1	5	34000	27823	*	*	*	4	18	32331	29963	*	*	*
MANAGEMENT INFORMATION SY	+	7	+	32933				2	12	34700	33411	*	*	*
MARKETING/MKTNG MGT (RESE	+	2	+	32250				3	8	48641	36279	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				2	4	26000	26550	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	9	30250	26681	*	*	*
ELEMENTARY EDUCATION	2	2	19500	19500	*	*	*	7	24	20114	22337	*	*	*
PHYSICAL EDUCATION	+	4	+	36024				+	5	+	33719			
READING EDUCATION	1	1	22000	22000	*	*	*	1	1	22000	22000	*	*	*
SPECIAL EDUCATION	4	5	25250	24800	*	*	*	12	25	22083	22244	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	1	1	20000	20000	*	*	*	3	3	18000	18000	*	*	*
VISUAL & PERFORMING ARTS	+	1	+	18000				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				1	1	20000	20000	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	4	6	27750	29698	*	*	*	24	26	23993	24731	31000	22000	19000
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				2	5	23405	22535	*	*	*

continued

MCPA REGIONAL Report No. 3 APRIL 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	$34940				8	18	$35566	$34887	*	*	*
AGRICULTURAL	+	+	+	+				3	3	36100	36100	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	+	10	+	36450				14	48	36199	36943	*	*	*
CIVIL	+	7	+	31711				65	102	31774	32051	$36120	$31200	$27000
COMPUTER	2	8	$33500	34952	*	*	*	5	20	35285	34655	*	*	*
ELECTRICAL/ELECTRONIC	8	33	36674	37195	*	*	*	71	139	36908	36870	40000	37500	32136
INDUSTRIAL	7	14	35686	35163	*	*	*	28	41	36056	35355	39500	36000	31000
MECHANICAL	5	27	35840	37032	*	*	*	58	124	36782	36840	40000	37200	33020
METALLURGICAL	1	4	36490	37973	*	*	*	12	20	36393	37176	*	*	*
MINING & MINERAL	+	+	+	+				1	1	30000	30000	*	*	*
NUCLEAR	1	5	39400	34834	*	*	*	2	6	34100	33829	*	*	*
PETROLEUM	+	14	+	38749				2	24	34080	38281	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				3	5	23000	25450	*	*	*
HEALTH SCIENCES	1	5	25000	17403	*	*	*	1	7	25000	18374	*	*	*
NURSING	2	2	34900	34900	*	*	*	2	2	34900	34900	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	3	+	25932				+	3	+	25932			
BIOLOGICAL	+	4	+	33861				2	6	20600	29441	*	*	*
CHEMISTRY	1	2	25000	28880	*	*	*	5	11	31446	31972	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	7	38733	36803	*	*	*	30	62	36336	36881	41300	36800	32143
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	18	+	35038				1	31	24000	33802	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	37000				7	12	32055	30244	*	*	*
PHYSICS	+	4	+	29624				2	9	29960	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	84	324						540	1287					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	50	86	$51098	$47587	$60000	$52000	$40000	83	145	$49008	$45254	$60000	$51000	$35000
MBA--TECH	30	34	51467	50493	55400	52150	45000	40	45	51925	50884	57500	52000	45000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	74	121	52559	50763	60000	52420	40000	100	174	51427	48973	60000	52000	39000
MBA--TECH	49	70	55718	52695	70000	53000	48000	75	108	55139	52227	69000	54180	47000
OVER 4 YEARS														
MBA--NON-TECH	44	64	54693	52656	72000	52000	43000	69	118	51228	47905	72000	50000	32000
MBA--TECH	33	40	57007	57468	70000	55000	47000	45	53	56754	56744	72000	55000	45000
TOTALS	280	415						412	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	1	+	$42000				1	2	$58000	50000	*	*	*
ECONOMICS	+	1	+	42096				2	3	44952	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	4	8	$55475	47181	*	*	*	4	14	55475	42440	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	3	5	40667	33400	*	*	*	4	6	37000	32167	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				4	4	31200	31200	*	*	*
ENGINEERING														
AEROSPACE	+	2	+	47496				+	3	+	48331			
CHEMICAL	+	15	+	51801				4	40	47795	51113	*	*	*
CIVIL	+	2	+	48492				+	3	+	44728			
COMPUTER	+	+	+	+				1	1	57000	57000	*	*	*
ELECTRICAL/ELECTRONIC	1	11	40000	49361	*	*	*	4	21	52875	53232	*	*	*
INDUSTRIAL ENGINEERING	2	2	51500	51500	*	*	*	2	2	51500	51500	*	*	*
MECHANICAL	+	3	+	49328				4	10	49625	47712	*	*	*
METALLURGICAL	1	3	49200	48800	*	*	*	6	9	50233	49969	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	38698				1	7	27500	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	2	11	40500	42695	*	*	*	37	47	45207	44900	$49992	$46000	$41400
GEOLOGICAL SCIENCES	+	7	+	35937				+	7	+	35937			
MATHEMATICS	+	1	+	35000				1	4	44000	34750	*	*	*
PHYSICS	3	5	40167	40718	*	*	*	5	9	40500	41385	*	*	*
POLYMER	3	3	48000	48000	*	*	*	3	4	48000	47250	*	*	*
TOTALS	19	86						83	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27092 880 40000/24000			24214 7		20727 5	20424 3	25500 2	22600 2
BUSINESS ADMIN (INCL MGMT	16687 3	21250 2		23000 6	25000 2	18386 7		25950 14	30000 2
DISTRIBUTION MANAGEMENT	27500 1								
ECONOM & FINANCE (BANKING	27733 6			22553 59 45000/16500	26643 6	26750 2	19167 3	27927 34 32000/26000	21000 1
MANAGEMENT INFO SYSTEMS	27498 4			27500 1		29432 3	26451 8	28333 9	
MARKETING/MARK MGMT (RESR	25375 4	19000 1		19000 5	18583 3	22803 8	21350 4	28000 2	14400 1
REAL ESTATE	27500 2								
ADVERTISING		23000 1				20250 2	24000 1		
COMMUNICATIONS		17000 2				15464 5	19000 3	23550 4	
JOURNALISM		13000 1				14200 3			
TELECOMMUN/BROADCASTING						16433 3			
PHYSICAL EDUCATION									15000 1
HUMAN ECOLOGY (HOME ECONO				20000 1		25400 1		30000 1	
MERCHANDISING MANAGEMENT		12480 1							
FOREIGN LANGUAGES							19200 1		
LETTERS (incl English, Li		16000 1					19000 1	25333 3	
VISUAL & PERFORMING ARTS						17000 1			
HUMANITIES - OTHER						28000 2	45000 2		
CRIMINAL JUSTICE					19100 2				
PSYCHOLOGY		40000 1				18600 1		23000 1	
AEROSPACE & AERONAUTICAL								30250 4	
BIOENGINEERING & BIOMEDIC								29000 1	
CHEMICAL		28200 1						31800 3	

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CIVIL								27566 29 33000/26000	27309 19
COMPUTER					30000 1	31500 1	30401 5	30120 8	30000 1
ELECTRICAL/ELECTRONIC			31750 2			32113 30 36000/30300	31441 6	30271 36 33200/27500	30518 7
INDUSTRIAL						31533 3		29504 26 36500/26000	25000 1
MECHANICAL						31000 1		31373 30 37000/28500	31500 4
METALLURGICAL								29000 1	
PETROLEUM									32033 6
ENGINEERING TECHNOLOGY								28750 2	22500 1
ANIMAL SCIENCES								16000 1	
COMPUTER SCIENCE	31000 2	33000 1				30352 14	27789 12	29730 18	
COMPUTER PROGRAMMING							25200 1	27250 2	
INFORMATION SCIENCES & SY	29999 5			25750 2			24233 3	27743 7	20000 1
SYSTEMS ANALYSIS								30500 1	
HEALTH SCIENCES				21996 1				13000 1	
ACTUARIAL								32000 1	
BIOLOGICAL									42000 1
GEOLOGY & GEOLOGICAL SCI								21000 2	
MATHEMATICS							26433 3		
PHYSICS								21956 2	

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23339 18			23760 23 26500/20000		25520 8	22000 1		26799 3
BUSINESS ADMIN (INCL MGMT	20545 11	20200 2	18750 4	24094 25 36000/20806	22500 3	20290 59 27000/16000			16100 2
DISTRIBUTION MANAGEMENT						17800 1			
ECONOM & FINANCE (BANKING	23541 32 40000/15000		20080 5	23982 27 35000/20000		21324 21 35000/18500			20000 1
HOTEL/RESTAURANT MGMT.		17500 1	19951 15						
HUMAN RSRCS (incl LABOR R		20000 1	19000 1			20750 2			
MANAGEMENT INFO SYSTEMS	24200 1		28915 2	27152 32 31000/25800		24838 13		25000 1	
MARKETING/MARK MGMT (RESR	18267 3	21000 2	21000 2	22406 17		22054 78 40000/16000			21333 3
REAL ESTATE				30000 1					
ADVERTISING						19500 2			
COMMUNICATIONS	16500 1		16500 1	18729 7		18356 9			17200 3
JOURNALISM			12000 1	24000 1		25750 2			15108 5
TELECOMMUN/BROADCASTING						14200 3			
PHYSICAL EDUCATION		15000 1						25000 1	
HUMAN ECOLOGY (HOME ECONO	19000 2					14520 4			
TEXTILES & CLOTHING						19876 19			
MERCHANDISING MANAGEMENT						18613 16			
FOREIGN LANGUAGES					33000 1				
LETTERS (incl English, Li	22000 1	16000 2	20000 1	20903 2	21000 1				16250 2
VISUAL & PERFORMING ARTS					10000 1		21000 1		21000 1
HUMANITIES - OTHER		17500 1	18200 3	25150 4		20114 14			
CRIMINAL JUSTICE			14000 1			17386 1		22167 3	
POLITICAL SCIENCE/GOVT	22000 1			19300 1	14300 1	50000 1			

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PSYCHOLOGY				17200 1		22429 7			
SOCIOLOGY						14000 1			
SOCIAL SCIENCES-OTHER						18750 2			17000 1
COMPUTER	33500 2								
ELECTRICAL/ELECTRONIC				30350 2					
INDUSTRIAL						23500 1			
MECHANICAL				29700 1					
METALLURGICAL									30800 1
ENGINEERING TECHNOLOGY						14000 1			
AGRIBUSINESS				30000 1		20500 2			
COMPUTER SCIENCE				26932 6		24125 4	24000 1		27000 2
INFORMATION SCIENCES & SY		21500 1	26400 1	25765 10		26900 3			30000 1
HEALTH SCIENCES			10000 1						
ACTUARIAL				30317 6					
BIOLOGICAL				26000 1					
GEOLOGY & GEOLOGICAL SCI			18000 1	30000 1					
MATHEMATICS	22000 1	19450 2		27934 9		24500 1			

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			22935 6	25133 6	21500 2	20799 17	23412 8		26500 4
BUSINESS ADMIN (INCL MGMT	45000 1	21750 2	26823 6	35000 1	16500 1	21797 8	20626 3	27980 4	20330 5
DISTRIBUTION MANAGEMENT			23233 6			21600 1			
ECONOM & FINANCE (BANKING	22500 2		29061 8	27500 3	21000 1	21406 12			28667 3
HUMAN RSRCS (incl LABOR R			22000 1				19000 1		
MANAGEMENT INFO SYSTEMS	30000 1		27980 5	28200 4					18000 1
MARKETING/MARK MGMT (RESR			26000 1	26500 3		15738 1	25000 1		26000 2
REAL ESTATE	28750 4								
COMMUNICATIONS			19000 1	15000 1	17133 3	15946 3	18050 2	16000 1	
JOURNALISM					18000 1	10000 1			18500 1
TELECOMMUN/BROADCASTING					12000 1				
ELEMENTARY EDUCATION					18569 72 38000/12500				
PRE-ELEMENTARY EDUCATION					16975 14			12000 1	
PHYSICAL EDUCATION					24000 2	15000 1		15000 1	
SPECIAL EDUCATION					20914 22 26500/17570				23000 1
HUMAN ECOLOGY (HOME ECONO					17645 7		17148 1	20000 2	
FOREIGN LANGUAGES						16056 1			
LETTERS (incl English, Li					18007 7	16553 2	13440 1	16000 1	
VISUAL & PERFORMING ARTS					19800 5			12000 1	
HUMANITIES - OTHER		17000 1	19800 2			18600 1		25200 1	
CRIMINAL JUSTICE						25000 1	35000 1		12000 1
HISTORY					19000 1	24000 1			
POLITICAL SCIENCE/GOVT	18000 1		17000 1		18722 2	21667 3			

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY					18067 3		22550 4	16200 3	
SOCIOLOGY					16560 2		26718 4		21000 1
SOCIAL SCIENCES-OTHER					19800 1	25000 3	18400 4		13904 1
AEROSPACE & AERONAUTICAL						25687 3			
AGRICULTURAL						30396 1			
CHEMICAL		34900 2				21575 2			
CIVIL		27767 3	24417 51 29500/23532	29286 8		24276 14	25181 42 28400/23532		21600 1
COMPUTER		34700 3		30830 2	26000 1	29822 2	23795 2		
ELECTRICAL/ELECTRONIC		33432 5		32067 38 34825/31200	24060 2	24479 15	23167 3		
INDUSTRIAL		34000 1		29375 4		25761 5			
MECHANICAL		31097 6	31675 4	31064 30 35000/28200	23512 2	27922 4			
METALLURGICAL				27000 1					
NUCLEAR				30608 4		30396 1	27500 1		
ENGINEERING TECHNOLOGY				35620 1					
INDUSTRIAL TECHNOLOGY						21286 7			
ANIMAL SCIENCES						14536 1			
NATURAL RESOURCES							15850 2		
OTHER AGRICULTURAL SCIENC					12000 1	15000 1			
COMPUTER SCIENCE		31333 3	28560 2	28700 7	15000 1	26759 6	26694 3	22333 3	
INFORMATION SCIENCES & SY			21000 1	25000 1	23000 1	30000 1			18750 2
ALLIED HEALTH								27660 31 32000/24500	24467 3
HEALTH SCIENCES						20000 1		15000 1	20000 1
NURSING							27300 1	25063 16	29502 2

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BIOLOGICAL		12500 2			19750 4	16800 1	23000 1	30000 2	
CHEMISTRY					17000 2		21000 1		
GEOLOGY & GEOLOGICAL SCI					17500 1		15000 1	12480 1	
MATHEMATICS			23000 2		18161 4	21014 3			

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	19000 2			26000 2	26248 5	27321 14	26915 14	19250 4	28068 23 31000/25800
BUSINESS ADMIN (INCL MGMT			16923 2		26567 3	24500 1	27200 8	23000 3	27744 11
DISTRIBUTION MANAGEMENT						25560 1	26000 1		27000 1
ECONOM & FINANCE (BANKING				26000 3	23500 1	15000 1	26300 9	25164 1	27749 6
MANAGEMENT INFO SYSTEMS					25406 6	29781 8	37200 2		29834 7
MARKETING/MARK MGMT (RESR					24000 2	22175 4	23833 6	24038 8	25829 19
COMMUNICATIONS		21800 1		20000 1	16000 1		29000 3		28822 2
JOURNALISM				15000 2					
ELEMENTARY EDUCATION	15600 1		16050 2						18000 1
PRE-ELEMENTARY EDUCATION			9048 1						
PHYSICAL EDUCATION			17000 1						27200 1
HUMAN ECOLOGY (HOME ECONO			13200 2	24560 1					
FOREIGN LANGUAGES						24500 1			
LETTERS (incl English, Li			17000 2		23916 1				
VISUAL & PERFORMING ARTS		17000 1							
HUMANITIES - OTHER	42750 2		27000 1				45000 3		
HISTORY	22000 1								
POLITICAL SCIENCE/GOVT				12000 1			27000 1		32644 1
PSYCHOLOGY			15795 4				30000 1		
SOCIAL SCIENCES-OTHER	18800 1		14000 3						
AEROSPACE & AERONAUTICAL					31426 51 36920/30396		27000 1		
AGRICULTURAL					30680 1	32500 1	32822 8	21600 1	
CHEMICAL					30940 1	31820 3	33325 4	32875 4	34731 144 39370/33000

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CIVIL					30000 1	31200 1	30333 3	27535 15	30750 4
COMPUTER				23500 1	31587 9		37000 1	27000 1	
ELECTRICAL/ELECTRONIC					31695 98 37750/30000	30545 4	32306 65 36000/30800	31950 2	31467 16
INDUSTRIAL					29458 11	32300 3	32405 43 37200/30540	31020 1	31879 25 38700/30000
MECHANICAL					30951 52 36400/30000	29905 40 36000/25000	32200 125 37000/29000	31412 12	33890 42 37320/32000
METALLURGICAL					36500 2		33054 9	29380 1	32800 1
PETROLEUM									33333 3
ENGINEERING TECHNOLOGY					29540 5		31715 13	32250 2	31055 5
INDUSTRIAL TECHNOLOGY					25500 3				
AGRIBUSINESS						20740 11	29736 1		
ANIMAL SCIENCES						16250 4			
PLANT SCIENCES						20833 6			
NATURAL RESOURCES						22000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE	20000 1				31245 18	27000 1	29729 14		31536 15
COMPUTER PROGRAMMING		23500 1							30000 1
INFORMATION SCIENCES & SY						33300 2	28650 2		31889 16
ALLIED HEALTH			15680 1						
HEALTH SCIENCES				10000 1					
PHARMACY									32040 9
BIOLOGICAL	11440 1								31322 2
CHEMISTRY									28397 36 45000/23200
PHYSICS							31000 1		

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	31021	7	28527	18	25967 30000/20000	21	33000	1	25350	6			31000	2	27024	4	27320 32000/25000	48
BUSINESS ADMIN (INCL MGMT	35400	1			25640	11	22458	4	25247	6			40000	1	26950	4	30600	1
DISTRIBUTION MANAGEMENT			26600	3	32000	4	28200	1	25750	2					28200	1	26333	3
ECONOM & FINANCE (BANKING	27375	4	26117	14	26340	8	28000	1	24000	1			26633	3	27980	5	28667	6
HUMAN RSRCS (incl LABOR R	24000	1									27000	1	20000	1	28200	1	30100	2
MANAGEMENT INFO SYSTEMS	30283	4	29448	2	27000	1									27000	1	32100	2
MARKETING/MARK MGMT (RESR	25567	9	24473	19	24975	8	23971	18	23682	5			26033	6	20827	11	23612	3
ADVERTISING															15000	1		
COMMUNICATIONS	31824	1	25500	3	24750	2	24000	1							27240	1		
JOURNALISM	25000	1			18000	1												
TELECOMMUN/BROADCASTING			34236	1														
PHYSICAL EDUCATION	22000	1																
HUMAN ECOLOGY (HOME ECONO					22300	1											22000	1
TEXTILES & CLOTHING					26000	1												
LETTERS (incl English, Li	31500	1																
VISUAL & PERFORMING ARTS	20000	1					20000	1										
HUMANITIES - OTHER	24000	1																
POLITICAL SCIENCE/GOVT					19550	2												
SOCIOLOGY					31000	1												
SOCIAL SCIENCES-OTHER					24000	1												
AEROSPACE & AERONAUTICAL	31600	1	32525	4													34000	1
AGRICULTURAL																	30000	1
CHEMICAL	33050	2	34700	2	35407	15	35850	2	32200	1			35733	3	35627	11	36302 40000/35000	100

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
CIVIL	39000 1				30750 4			33000 1	32560 15
COMPUTER	31967 21 36000/29000	33006 17			27000 1			31157 7	
ELECTRICAL/ELECTRONIC	31522 33 37000/28500	32514 126 38400/30360	31520 5	34200 2	33131 23 34500/32400			34162 12	34585 13
INDUSTRIAL	32100 2	31564 41 37800/29700	30866 10	32100 4	31844 9			33040 7	34000 5
MECHANICAL	30868 8	32292 75 38040/30000	33607 15	31600 3	32477 24 35100/31200		33000 3	33848 18	35286 43 37200/34000
METALLURGICAL		32233 3			32396 23 36000/30900				28500 1
MINING (INCL GEOLOGICAL)									34250 2
NUCLEAR		32910 2							
PETROLEUM									37800 7
ENGINEERING TECHNOLOGY		31175 12							32000 2
INDUSTRIAL TECHNOLOGY		27500 3		30000 1					34500 1
AGRIBUSINESS			24000 1						
OTHER AGRICULTURAL SCIENC			20000 1						
COMPUTER SCIENCE	31542 32 35000/28730	32291 15	35000 1	29500 1	26700 1				31933 9
COMPUTER PROGRAMMING								28000 1	30600 2
INFORMATION SCIENCES & SY	28537 10	28233 6	26400 2				30000 1	28773 4	30742 11
CHEMISTRY					30900 1		31000 1	30000 1	32400 1
MATHEMATICS	27736 3						25000 1		
PHYSICS	24600 1								

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	23500	1			29500	4	24800	4			25813	8	23543	7
BUSINESS ADMIN (INCL MGMT					27350	2					28600	1	19494	15
ECONOM & FINANCE (BANKING	28440	1			30500	1			21918	2	27500	1	23500	2
MANAGEMENT INFO SYSTEMS					27145	5					26884	1		
MARKETING/MARK MGMT (RESR	22017	6			24000	3			22577	4	23125	4	26150	10
COMMUNICATIONS	24000	1									26500	1	20925	4
JOURNALISM	24000	1											13000	1
TELECOMMUN/BROADCASTING													21000	1
ELEMENTARY EDUCATION													19040	1
PRE-ELEMENTARY EDUCATION													14200	2
HUMAN ECOLOGY (HOME ECONO													26000	1
TEXTILES & CLOTHING									21800	2				
MERCHANDISING MANAGEMENT									21900	2				
LETTERS (incl English, Li	24000	1											21100	2
VISUAL & PERFORMING ARTS	20000	1												
HUMANITIES - OTHER													22100	1
POLITICAL SCIENCE/GOVT													15600	2
SOCIAL SCIENCES-OTHER											16000	1		
AEROSPACE & AERONAUTICAL													27452	5
AGRICULTURAL			32000	1										
BIOENGINEERING & BIOMEDIC					33000	1					29705	1	29705	1
CHEMICAL	32000	1	34850	6			36000	1	35100	1	35540	5	38000	4
CIVIL											29160	2	27906	15

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
COMPUTER			30600	1							33000	1		
ELECTRICAL/ELECTRONIC			32333	3	30500	3					30285	4	29057	15
INDUSTRIAL					31350	2					30630	10	29955	11
MECHANICAL	27000	1	32000	7	32625	3	30600	2	22568	1	32292	17	31035	15
METALLURGICAL			35200	1			31420	5			33700	2		
NUCLEAR			31200	1			30600	1					20000	1
ENGINEERING TECHNOLOGY			35000	1	27500	1					31500	1	31500	1
INDUSTRIAL TECHNOLOGY					30000	1					30000	1		
AGRIBUSINESS											22000	1		
ANIMAL SCIENCES													12000	1
PLANT SCIENCES													25000	1
COMPUTER SCIENCE											30000	2	28075	4
COMPUTER PROGRAMMING											30507	3		
INFORMATION SCIENCES & SY							29100	1			34200	2	21000	1
CHEMISTRY											27350	1		
PHYSICS					18000	1							26400	1

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27057 900 40000/24000	19998 10		22539 79 45000/16000	23370 13	20541 43 46000/14400	24038 26 52000/19000	27114 70 32000/24000	22229 7
BACHELOR - TECHNICAL	30285 7	30600 2	31750 2	24499 3	30000 1	31539 49 38000/29950	28377 30 37000/23500	29323 175 37000/26000	29029 41 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22527 70 40000/15000	18440 10	19739 36 28915/16000	24185 141 36000/20000	20829 7	21068 263 50000/15600	21500 2	23300 5	18773 21 28000/13780
BACHELOR - TECHNICAL	29667 3	20133 3	18133 3	27810 37 32700/26500		23350 12	24000 1		28700 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	28111 9	20167 3	25241 37 42000/17000	26422 18	18754 147 38000/12500	20567 56 28000/15738	22184 30 36000/17000	19781 15	22603 20 29000/16650
BACHELOR - TECHNICAL		30558 25 36500/27000	24935 60 32000/23000	30988 96 35620/28200	19699 19	24369 68 36000/17500	24566 57 30500/22416	26165 54 40000/20000	23500 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	25700 7	19400 2	15810 18	21656 10	24989 19	26634 30 32850/21400	28198 48 50000/23000	22717 16	27491 72 37000/24500
BACHELOR - TECHNICAL	15720 2	23500 1	15680 1	16750 2	31261 252 40000/29500	27413 78 36000/19000	32114 290 50000/29000	29715 39 36500/24348	32987 319 45000/29100

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27863 32 37000/22500	26559 60 49000/22680	25851 62 33000/20000	24241 27 33000/22000	24874 20 36000/23400	27000 1	27546 13	24501 29 31200/16000	27427 66 35000/24000
BACHELOR - TECHNICAL	31245 114 39000/28000	32178 306 40000/30000	32665 50 39000/29000	32523 13	32333 87 36000/30000		32467 9	33332 62 36700/30500	35041 214 40000/31200

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	23003 12		27395 15	24800 4	22154 10	24970 17	21476 49 35000/14400
BACHELOR - TECHNICAL	29500 2	33052 21 35700/31000	30048 12	31400 10	28834 2	31572 53 36300/28835	29166 76 50000/25000

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27098 875 40000/24300	25440 263 41000/20000		25500 1	31500 2				27580 24 49000/24504
BUSINESS ADMIN (INCL MGMT	17530 2	21026 12	24875 4	19100 5	25000 1				26253 15
ECONOM & FINANCE (BANKING	27733 6	25204 30 42000/20000	20573 15	23452 30 45000/19000	30680 2	18000 1		30000 1	26894 76 40000/22000
MANAGEMENT INFO SYSTEMS	26998 2	28500 1							28600 3
MARKETING/MARK MGMT (RESR	24500 2	26000 3	15000 1		12800 1			13750 1	22500 4
REAL ESTATE				29000 1			30000 1		28667 3
COMMUNICATIONS									18000 4
JOURNALISM									25000 1
ELEMENTARY EDUCATION									25000 1
LETTERS (incl English, Li	23058 2	22000 1							
CRIMINAL JUSTICE							19200 1		
POLITICAL SCIENCE/GOVT		22000 1							27000 1
ELECTRICAL/ELECTRONIC						31500 1	32000 1		
INDUSTRIAL		30600 1							
MECHANICAL									30500 1
INFORMATION SCIENCES & SY		30000 1							28500 1
HEALTH SCIENCES				21996 1					
MATHEMATICS									20000 1

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING			20804 1						
BUSINESS ADMIN (INCL MGMT	22000 4	22860 9	22815 7				25000 1	15000 1	18200 1
ECONOM & FINANCE (BANKING	20540 5	21514 7	21799 7				29400 1		
MARKETING/MARK MGMT (RESR	18000 1	19200 1	20806 1					23000 1	16700 2
ADVERTISING					23000 1			21000 1	15000 1
COMMUNICATIONS			20800 1	17000 2	16000 1	15907 3	23612 2	20848 5	15500 2
JOURNALISM						14553 3	14400 1	15000 2	15180 6
TELECOMMUN/BROADCASTING					20412 3		15000 1		
HUMAN ECOLOGY (HOME ECONO		19000 2						20000 1	
MERCHANDISING MANAGEMENT				12480 1					
LETTERS (incl English, Li			20903 2					16000 2	19300 5
VISUAL & PERFORMING ARTS				18000 4					
HUMANITIES - OTHER		22800 2	25000 1				10000 1	60000 1	25500 1
SOCIAL SCIENCES-OTHER								19800 1	17000 1
ELECTRICAL/ELECTRONIC							33750 2	31500 1	
INDUSTRIAL							32887 3		
MECHANICAL				27300 1					
ANIMAL SCIENCES									16000 1
COMPUTER SCIENCE							26275 1		24000 1
PHYSICS							23912 1		

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							23000 2	16000 1	21623 4
BUSINESS ADMIN (INCL MGMT	15750 2	21257 6	22657 7	34020 5	23500 2	18423 2	22178 33 28600/18000	22767 3	24587 2
DISTRIBUTION MANAGEMENT				27105 13		26400 2	20000 1		
ECONOM & FINANCE (BANKING		26500 1	19917 6	26400 1	26000 1		23833 17	22000 1	22500 2
MANAGEMENT INFO SYSTEMS		31992 1					24998 2		
MARKETING/MARK MGMT (RESR	22625 4	24514 8	23679 28 40000/19000	23500 2	27188 8	26400 2	23338 179 37000/18000	25000 1	
ADVERTISING	21750 2								
COMMUNICATIONS	10800 1	22750 2	22800 1	34000 1	16000 1		23250 13	13800 2	
JOURNALISM	18250 2	10000 1	23000 1				25500 3		
TELECOMMUN/BROADCASTING	21000 1					15000 1	19300 1		
PHYSICAL EDUCATION							24600 2		
HUMAN ECOLOGY (HOME ECONO		21600 1					10920 1		
TEXTILES & CLOTHING			19931 14				26000 1		
MERCHANDISING MANAGEMENT		21000 1					26000 1		
FOREIGN LANGUAGES			24500 1						
LETTERS (incl English, Li	16000 1	24000 1					31500 1	16720 2	
VISUAL & PERFORMING ARTS							20000 1		
HUMANITIES - OTHER			20700 8	46000 1			29000 4		
CRIMINAL JUSTICE			14000 1				19000 1		
HISTORY							22000 1		
POLITICAL SCIENCE/GOVT			50000 1			14100 1	22589 5		24000 1
PSYCHOLOGY			20500 1				27775 4		
SOCIOLOGY			14000 1						

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIAL SCIENCES-OTHER							21500 2		
AGRICULTURAL		32500 1							
CHEMICAL		35850 2					50000 1		
CIVIL							29000 2		
ELECTRICAL/ELECTRONIC							31784 12	24700 1	
INDUSTRIAL				30600 1			31170 12		
MECHANICAL		31000 2			30056 1		30513 15	32400 1	27500 1
METALLURGICAL	30600 1								
ENGINEERING TECHNOLOGY							21133 3		
AGRIBUSINESS			20500 2				23956 6		
PLANT SCIENCES							20500 2		
INFORMATION SCIENCES & SY			28500 1						
BIOLOGICAL							29548 3		
CHEMISTRY						27354 4	27699 15		
GEOLOGY & GEOLOGICAL SCI							30000 1		
MATHEMATICS							22000 1		

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		31667 3	21359 2				24000 1		23000 1
DISTRIBUTION MANAGEMENT			21600 1						
ECONOM & FINANCE (BANKING	18747 2		20898 3						
COMMUNICATIONS			15600 1						37200 1
PHYSICAL EDUCATION		25000 1	15000 1						
HUMAN ECOLOGY (HOME ECONO									24150 2
TEXTILES & CLOTHING									21600 1
FOREIGN LANGUAGES			16056 1						
LETTERS (incl English, Li			16800 1						
HUMANITIES - OTHER		24000 1	18600 1						
CRIMINAL JUSTICE		25375 4							
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT	20000 1		21000 1						
PSYCHOLOGY		21000 2							
SOCIAL SCIENCES-OTHER			25000 3						
AEROSPACE & AERONAUTICAL							30599 13		31240 13
AGRICULTURAL							31000 2		29080 3
BIOENGINEERING & BIOMEDIC						29000 1			
CHEMICAL						32467 3	32808 6	35000 1	34593 27 36400/33000
CIVIL			15000 1			26350 2	26620 130 36000/23532	26363 19	27773 4
COMPUTER							29100 2		30000 2
ELECTRICAL/ELECTRONIC	33300 2						31556 65 36000/28536	28533 6	32850 108 38400/30600
INDUSTRIAL								29288 2	31414 120 37200/28600

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MECHANICAL	33600 1		23660 1				31178 98 37320/27000	33000 4	32669 200 39000/30000
METALLURGICAL							31450 4		32575 28 40000/30300
MINING (~~INCL~~ GEOLOGICAL)									36000 1
NUCLEAR							30396 1		
ENGINEERING TECHNOLOGY							40000 1		32685 19
INDUSTRIAL TECHNOLOGY							32250 2		24269 13
COMPUTER SCIENCE							30500 1		31100 3
INFORMATION SCIENCES & SY			30000 1						
BIOLOGICAL			16800 1						
CHEMISTRY									30500 2
GEOLOGY & GEOLOGICAL SCI		18000 1							

AVERAGE SALARY OFFERS BY CURRICULUM/FUNCTION — APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									25200 1
BUSINESS ADMIN (INCL MGMT	28800 1							35400 1	
TEXTILES & CLOTHING									22000 1
AEROSPACE & AERONAUTICAL	31000 1				31644 8	31716 6		30160 1	30825 21 36920/28000
AGRICULTURAL					34000 1				32379 6
BIOENGINEERING & BIOMEDIC									30803 3
CHEMICAL	36000 1			30940 1	34710 34 39600/33300	34328 5	35527 186 40000/33300	35332 15	34739 32 37800/33000
CIVIL					28567 4	24399 4		28357 11	27619 35 36000/23532
COMPUTER	30772 5	33280 1	32122 22 36000/29640	33805 8	32400 5	31253 3			31305 8
ELECTRICAL/ELECTRONIC	31065 30 36000/29000	31822 55 35000/31000	31410 16	32242 38 37000/30420	31100 45 36500/28000	31225 17	32350 4	31285 22 36400/27500	31356 109 36000/27300
INDUSTRIAL	32214 10	29000 1	35400 2	29850 2	32985 8		29000 3	31580 6	30659 25 34600/27000
MECHANICAL	31776 7	32376 17	31850 2	31925 12	32309 36 37000/29800	30892 13	33668 13	32206 46 36000/30000	32666 94 37200/30000
METALLURGICAL		27000 1		33600 1	32616 5		31050 2	32400 1	33400 7
MINING (INCL GEOLOGICAL)								32500 1	
NUCLEAR		33525 2			29050 2	24000 1	32400 1		32000 3
PETROLEUM						28300 2	33333 3		36382 11
ENGINEERING TECHNOLOGY	32500 1	31540 3		31500 1		30400 6		28415 5	30494 4
INDUSTRIAL TECHNOLOGY	22500 1	30000 1							
COMPUTER SCIENCE	30408 9		32340 5	35000 1	30000 1			32500 2	30540 5
COMPUTER PROGRAMMING			30507 3						
INFORMATION SCIENCES & SY			30000 1	30000 1					
SYSTEMS ANALYSIS		30500 1							
BIOLOGICAL							42000 1		

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMISTRY					30266 12	27000 1			
GEOLOGY & GEOLOGICAL SCI					15000 1				
MATHEMATICS	27600 1	— —							

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	23843 4					30200 1			18000 1
PHYSICAL EDUCATION							15000 2		
SPECIAL EDUCATION									23000 1
HUMAN ECOLOGY (HOME ECONO									20000 2
LETTERS (incl English, Li									16000 1
VISUAL & PERFORMING ARTS	12000 1								
HUMANITIES - OTHER			25200 1						
PSYCHOLOGY				15600 1					17000 1
CHEMICAL					20150 1				
NUCLEAR									20000 1
COMPUTER SCIENCE	27500 1							18167 3	20000 1
ALLIED HEALTH			24255 2		25380 5		29489 18		24098 8
HEALTH SCIENCES							15000 1		16667 3
NURSING	25000 1			25683 18					
BIOLOGICAL	40000 1								
CHEMISTRY									21000 1

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					27697 4	16000 1			
BUSINESS ADMIN (INCL MGMT	16305 1				25936 6	28700 3	27125 4		
DISTRIBUTION MANAGEMENT					26000 1				
ECONOM & FINANCE (BANKING					27522 5	26010 2	25867 3		
MANAGEMENT INFO SYSTEMS					28109 12	27051 75 32400/25500	28853 19		
MARKETING/MARK MGMT (RESR	15738 1					27333 3			
COMMUNICATIONS	15738 1								
JOURNALISM									13000 1
ELEMENTARY EDUCATION		19040 1							
PRE-ELEMENTARY EDUCATION				9048 1					
PHYSICAL EDUCATION									15000 1
HUMAN ECOLOGY (HOME ECONO		10000 1		17148 1					
LETTERS (incl English, Li	16768 3								
HUMANITIES - OTHER	27000 1				51000 2		38000 1		
CRIMINAL JUSTICE				12000 1					
POLITICAL SCIENCE/GOVT			18500 1						
PSYCHOLOGY		16363 6		19733 3		24200 1			
SOCIOLOGY		20160 2		24134 5					
SOCIAL SCIENCES-OTHER	20900 2	14452 2		15150 4					
AEROSPACE & AERONAUTICAL							28987 6		
AGRICULTURAL									29736 1
CHEMICAL							36500 1		
CIVIL							27940 5		

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER					30507 25 34300/26000		35000 1		
ELECTRICAL/ELECTRONIC					32000 1	31824 1	32050 10		
INDUSTRIAL						32000 1			30000 1
MECHANICAL					32420 2	30000 1	28387 6		
ENGINEERING TECHNOLOGY					29500 1	31500 1	30000 2		
AGRIBUSINESS									20163 7
ANIMAL SCIENCES									15256 6
PLANT SCIENCES									21750 4
NATURAL RESOURCES									17900 3
OTHER AGRICULTURAL SCIENC									19250 4
COMPUTER SCIENCE		36000 1			28868 76 38000/24000	29458 20 33600/27000	31825 53 50000/29000		
COMPUTER PROGRAMMING					28117 6	25200 1			
INFORMATION SCIENCES & SY					28366 62 36036/22800	26183 13	29887 8		
ALLIED HEALTH	15680 1					31860 1			
HEALTH SCIENCES		13000 1							
ACTUARIAL								30557 7	
BIOLOGICAL		11440 1			20000 1				23000 1
GEOLOGY & GEOLOGICAL SCI		12480 1							
MATHEMATICS					26240 5	26604 2	22065 3	28926 8	19000 1
PHYSICS					25500 2				

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28850 6		26780 5					
BUSINESS ADMIN (INCL MGMT		26875 12	23929 7	21200 74 40000/16000					15000 1
DISTRIBUTION MANAGEMENT		27500 1		25614 7					
ECONOM & FINANCE (BANKING		27937 33 32000/26000		21052 37 30000/15000					21000 1
HOTEL/RESTAURANT MGMT.				19798 16					
HUMAN RSRCS (incl LABOR R			24738 8	20750 4					
MANAGEMENT INFO SYSTEMS		27429 7	45000 1	25000 1					
MARKETING/MARK MGMT (RESR		24375 4		20929 28 28000/18000					
REAL ESTATE		27500 2							
ADVERTISING				19500 2					
COMMUNICATIONS		23400 3	16500 1	19416 19					18400 1
JOURNALISM				12000 1					
TELECOMMUN/BROADCASTING			16600 1	11000 1					
ELEMENTARY EDUCATION			18000 1	18000 1					18379 73 38000/12500
PRE-ELEMENTARY EDUCATION									16356 17
PHYSICAL EDUCATION									21667 3
SPECIAL EDUCATION									20914 22 26500/17570
HUMAN ECOLOGY (HOME ECONO		23933 3		15853 3					18509 8
TEXTILES & CLOTHING				19720 5					
MERCHANDISING MANAGEMENT				18413 16					
FOREIGN LANGUAGES				19200 1			33000 1		
LETTERS (incl English, Li		28500 1		18667 3		21000 1			18510 5
VISUAL & PERFORMING ARTS			21000 1	18500 2		10000 1			21250 4

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HUMANITIES - OTHER			35000 1	19436 11			17000 1		
CRIMINAL JUSTICE				21193 2					
HISTORY									19000 1
POLITICAL SCIENCE/GOVT				15100 2		14300 1	12000 1		18944 1
PSYCHOLOGY		23000 1	30000 1	21000 4					17200 1
SOCIOLOGY				31000 1					
SOCIAL SCIENCES-OTHER				17250 2		17000 1			
AEROSPACE & AERONAUTICAL		31000 1							
CHEMICAL		27000 1						33836 1	
CIVIL		26692 12							
COMPUTER		29500 6							
ELECTRICAL/ELECTRONIC		30714 21 35000/28000		32688 2					
INDUSTRIAL		29404 23 36500/26000		31430 4					
MECHANICAL		29920 10		32700 3					
METALLURGICAL		29000 1							
ENGINEERING TECHNOLOGY		22500 1							
AGRIBUSINESS				24500 2					
PLANT SCIENCES		22000 1							
COMPUTER SCIENCE		30465 13		23250 2					
COMPUTER PROGRAMMING		28500 1							
INFORMATION SCIENCES & SY		29933 9							
HEALTH SCIENCES									10000 1
PHARMACY								32040 9	

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL								13667 3	21000 3
CHEMISTRY				23000 1				26979 7	20000 1
GEOLOGY & GEOLOGICAL SCI		21000 2							17500 1
MATHEMATICS				19518 3	23846 1				17663 3
PHYSICS		20000 1						24500 2	

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27066 889 40000/24000	25240 311 42000/20000	21155 20 27000/14400	23069 37 45000/19000	27027 6	18000 1	24600 2	21875 2	26594 132 49000/21900
BACHELOR - TECHNICAL		30300 2		21996 1		31500 1	32000 1		26333 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20870 10	21864 21 25140/19200	22076 20 36000/20000	16926 7	20047 5	15230 6	20146 7	21669 15	17246 19
BACHELOR - TECHNICAL				27300 1			30907 7	31500 1	20000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19215 13	22920 22 31992/19400	22208 70 50000/19000	29385 23 46000/23000	25542 12	21443 8	23332 275 50000/18000	19234 10	22741 9
BACHELOR - TECHNICAL	30600 1	33240 5	23167 3	30600 1	30056 1	27354 4	29115 73 50000/22568	28550 2	27500 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	19164 3	26136 11	20567 16				24000 1		26020 5
BACHELOR - TECHNICAL	33400 3	18000 1	21365 4			29850 6	29456 325 40000/23795	28053 32 36000/23795	32208 543 50000/29380

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	28800 1							35400 1	23600 2
BACHELOR - TECHNICAL	31116 66 36000/27600	31854 82 35700/30500	31901 51 37800/29520	32300 65 37000/30144	32095 162 45000/27500	30616 58 36600/27500	35204 213 42000/32500	31848 110 37000/27500	31742 363 39600/27072

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21474 5		25200 1	15600 1		30200 1	15000 2		19000 6
BACHELOR - TECHNICAL	30833 3		24255 2	25683 18	24508 6		28726 19	18167 3	21699 14

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18543 9	16370 12	18500 1	18578 15	28977 30 52000/25000	26931 85 33000/24200	28604 27 38000/26000		14000 2
BACHELOR - TECHNICAL	15680 1	18230 4			28799 181 38000/23500	28418 41 36000/25200	30821 95 50000/26000	29687 15	19718 28 30000/14000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27164 73 37000/25000	24886 22 45000/17000	20603 248 40000/15600		15575 4	20667 3		18696 138 38000/12500
BACHELOR - TECHNICAL		29177 103 36500/26000		27426 17	23846 1			27320 22 35000/16000	18166 9

AVERAGE SALARY OFFERS APRIL 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33693 8	26000 1		35125 4			28000 1	42692 13	
MBA--TECH	29000 2			55000 1	56667 3	43000 1		31250 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	29333 3			32250 2		26000 2			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	28000 1	36600 1	41000 1	38000 1		25200 2	35000 1	32000 2	27500 1
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	22500 1				29500 2		34467 6		41524 5
MBA--TECH							37867 3		36896 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38296 5	36000 1	39425 8	51000 1				34800 1	35000 1
MBA--TECH	38822 1		35800 2		35700 1			35800 1	

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH			38000 1				27667 3
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engineering
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990 through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	97	383	$26352	$28043	$29000	$27000	$23000	1287	2673	$26680	$26414	$30000	$27000	$23000
BUSINESS ADMIN (INCL MGMT	29	75	22070	23955	28500	21000	15600	276	583	22850	22888	28800	22000	16000
DISTRIBUTION MANAGEMENT	8	13	26875	27205	*	*	*	34	47	26311	25816	31000	26750	20000
ECONOM & FINANCE (BANKING	89	170	25147	25676	30000	26000	20000	385	768	24730	24623	30000	25164	19000
HOTEL/RESTAURANT MGMT.	+	1	+	19000				16	32	19798	19974	*	*	*
HUMAN RSRCS (incl LABOR R	+	1	+	21000				12	55	23408	23766	*	*	*
MANAGEMENT INFO SYSTEMS	27	54	28059	28155	31000	28500	26000	151	283	27710	27424	30450	27600	25500
MARKETING/MARK MGMT (RESR	65	118	24080	24222	27500	25000	18000	351	741	23330	22959	27000	24000	18000
REAL ESTATE	4	4	28875	28875	*	*	*	11	18	26682	25520	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				7	25	20214	18287	*	*	*
COMMUNICATIONS	30	34	21168	21501	28000	21500	14300	98	149	20505	20483	27000	19250	15000
JOURNALISM	5	8	17300	17088	*	*	*	27	52	17098	17436	24000	17000	12000
TELECOMMUN/BROADCASTING	+	+	+	+				9	13	17682	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	15	23	14760	16670	*	*	*	92	299	17860	18970	22100	18500	12000
PRE-ELEMENTARY EDUCATION	+	+	+	+				18	23	15950	16783	*	*	*
PHYSICAL EDUCATION	3	4	14533	16150	*	*	*	13	35	18677	19063	*	*	*
SPECIAL EDUCATION	2	2	18000	18000	*	*	*	25	59	20765	19860	25300	20000	17570
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	+	4	+	20250				21	32	20554	20986	22000	20000	19000
MERCHANDISING MANAGEMENT	+	7	+	23500				19	35	18636	19368	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	4	5	20376	20901	*	*	*	8	15	21783	21398	*	*	*
LETTERS (incl English, Li	13	14	18006	19113	*	*	*	45	72	19080	19200	24000	18200	14000
VISUAL & PERFORMING ARTS	+	+	+	+				14	50	18357	19057	*	*	*
HUMANITIES - OTHER	9	9	22256	22256	*	*	*	48	55	24888	24480	38000	22350	17000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				10	15	20809	20639	*	*	*
HISTORY	9	9	19233	19233	*	*	*	12	21	19841	20365	*	*	*
POLITICAL SCIENCE/GOVT	9	18	26222	25057	*	*	*	27	79	23000	22904	32644	20000	14300
PSYCHOLOGY	16	19	17851	19006	*	*	*	42	87	19705	19843	25000	18550	14560
SOCIOLOGY	5	6	16403	17836	*	*	*	14	26	20572	20800	*	*	*
SOCIAL SCIENCES-OTHER	4	6	23250	22917	*	*	*	22	32	19573	19757	25000	18700	15000
ENGINEERING														
AEROSPACE & AERONAUTICAL	19	27	30972	30713	*	*	*	89	177	30890	30541	32600	31460	27500
AGRICULTURAL	1	3	24000	29667	*	*	*	15	32	30917	29802	*	*	*
ARCHITECTURAL	1	2	26000	26500	*	*	*	1	31	26000	30056	*	*	*
BIOENGINEERING & BIOMEDIC	4	10	31426	30432	*	*	*	8	30	30889	30685	*	*	*
CHEMICAL	89	311	35270	35216	38820	35400	33000	407	1235	35159	35202	37200	35400	33000
CIVIL	48	132	28509	29260	33500	28000	24800	277	640	27138	27988	32301	27000	23532
COMPUTER	51	72	31451	31328	33800	31500	29400	139	220	31420	31314	34200	31850	28000
ELECTRICAL/ELECTRONIC	166	350	32561	32427	34800	33000	30000	736	1547	31903	31843	34200	32400	28500

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29600				+	2	+	$29600			
INDUSTRIAL	105	194	$30982	30934	$34200	$31080	$27000	330	582	$31114	30878	$34000	$31230	$27600
MECHANICAL	213	450	32464	32571	34800	32500	30000	801	1746	32207	32305	35100	32400	29500
METALLURGICAL	7	21	32577	33079	*	*	*	58	107	32371	32404	34800	32600	29380
MINING (INCL GEOLOGICAL)	+	10	+	31348				2	26	34250	29879	*	*	*
NUCLEAR	5	6	33312	33510	*	*	*	16	22	30907	31456	*	*	*
PETROLEUM	+	14	+	36033				16	100	34800	35518	*	*	*
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	4	13	25662	26893	*	*	*	52	175	30301	29135	34500	30300	25480
INDUSTRIAL TECHNOLOGY	+	1	+	30480				17	26	25441	25955	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	23833				17	71	22052	22337	*	*	*
ANIMAL SCIENCES	+	2	+	16500				7	22	15362	17652	*	*	*
PLANT SCIENCES	+	+	+	+				7	23	21429	21694	*	*	*
NATURAL RESOURCES	+	3	+	19500				3	8	17900	18863	*	*	*
OTHER AGRICULTURAL SCIENC	+	2	+	20000				4	29	19250	23697	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	56	136	31349	30651	35000	31812	27000	255	599	30189	29685	34300	30600	25000
COMPUTER PROGRAMMING	8	10	30000	29784	*	*	*	19	44	29154	28792	*	*	*
INFORMATION SCIENCES & SY	6	11	24300	26668	*	*	*	104	191	28177	28330	32850	28680	22800
SYSTEMS ANALYSIS	1	1	33960	33960	*	*	*	2	4	32230	29360	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	1	1	12000	12000	*	*	*	36	49	26626	26230	30800	27250	23000
HEALTH SCIENCES	1	2	10000	16400	*	*	*	8	23	15000	20318	*	*	*
NURSING	+	1	+	26686				19	24	25647	26633	*	*	*
PHARMACY	+	+	+	+				9	20	32040	33790	*	*	*
SCIENCES														
ACTUARIAL	33	33	31681	31681	34224	32340	29400	40	60	31485	27610	34224	32000	28500
ARCHITECTURAL & ENVIRONME	+	5	+	26080				+	59	+	25154			
BIOLOGICAL	1	5	22000	19040	*	*	*	16	35	22993	20965	*	*	*
CHEMISTRY	1	5	28500	27740	*	*	*	45	70	27943	28733	30690	28500	23000
GEOLOGY & GEOLOGICAL SCI	1	2	19600	19400	*	*	*	8	20	19323	22541	*	*	*
MATHEMATICS	10	26	30666	28194	*	*	*	39	133	25966	26107	33300	26640	19000
PHYSICS	1	4	30000	33000	*	*	*	7	17	24845	27848	*	*	*
OTHER PHYSICAL & EARTH SC	1	1	16305	16305	*	*	*	1	3	16305	21435	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	1277	2863						6704	14604					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	60	326	$26259	$28407	$29000	$27000	$22800	949	2122	$27015	$26707	$30000	$27000	$24000
ACCOUNTING (PRIVATE)	45	71	25744	25563	29400	27000	18200	358	576	25332	25035	29500	26000	20000
COMMERCIAL BANKING (CNSMR	5	14	22096	21652	*	*	*	25	91	21343	20797	27000	21500	14400
COMMERCIAL BANKING (LENDG	12	17	23292	24182	*	*	*	50	86	23101	23053	27000	21798	18000
INVESTMT BANKING (CORP FN	5	9	26220	27233	*	*	*	11	27	26660	28021	*	*	*
INVESTMT BANKNG (M & A)	1	3	29500	30333	*	*	*	3	8	26333	26767	*	*	*
INVESTMT BANKG (REAL EST)	2	2	27500	27500	*	*	*	5	12	27240	25099	*	*	*
INVESTMT BANKG (SALES & T	1	1	18000	18000	*	*	*	3	12	20583	19421	*	*	*
FINANCIAL/TREASURY ANALYS	22	53	27864	28118	31500	28650	24700	157	277	26767	26748	30000	27500	21900
PORTFOLIO MGMT/BROKERAGE	6	14	22917	24964	*	*	*	16	39	21638	22179	*	*	*
UNDERWRITING	3	11	23000	25455	*	*	*	22	52	22279	22850	24285	22800	20000
INSURANCE - CLAIMS	4	11	20360	21849	*	*	*	24	63	21790	22082	25140	20806	18000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	3	27293	27293	*	*	*	11	18	20696	20197	*	*	*
MEDIA PLANNING	1	1	25000	25000	*	*	*	6	10	20873	19944	*	*	*
REPORTING	3	3	18941	18941	*	*	*	9	13	16467	16424	*	*	*
PRODUCTION	5	5	25500	25500	*	*	*	19	25	25520	25079	*	*	*
PUBLIC RELATIONS	4	5	19340	20272	*	*	*	19	39	21784	20900	*	*	*
WRITING / EDITING	3	4	19000	17500	*	*	*	24	32	17695	17969	23500	16750	13780
MARKETING														
ADVERTISING	1	2	24000	24000	*	*	*	15	34	20293	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	10	16	28220	26625	*	*	*	36	104	25862	25819	34000	26000	17000
BUYER/MERCHANDISING	7	17	23000	23662	*	*	*	80	139	22313	22966	26000	22050	19000
DISTRIBUTION	6	15	27750	27937	*	*	*	30	57	29099	26988	35000	28200	22100
MARKET RESEARCH	7	15	23962	25990	*	*	*	20	47	25215	25246	34000	25750	17235
PURCHASING	3	5	22100	22140	*	*	*	15	33	23151	23747	*	*	*
SALES	89	140	24161	24546	30000	25000	18000	436	816	24498	24671	31044	24500	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				12	22	20787	20535	*	*	*
FINANC,TAXA, MONETARY POL	7	11	23772	23637	*	*	*	17	35	23445	23347	*	*	*
ECONOMIC PROGRAMS	2	3	27800	26533	*	*	*	8	14	26662	26664	*	*	*
LAW ENFORCEMENT	10	10	32868	32868	*	*	*	22	24	28827	27987	35000	30900	20000
MILITARY	4	9	21009	21593	*	*	*	24	80	20773	21673	25000	20500	15600
NATIONAL SECURITY	+	1	+	27000				+	3	+	26900			
URBAN / REGIONAL PLANNING	3	8	24333	25684	*	*	*	3	11	24333	25543	*	*	*
ENGINEERING														
BIOENGINEERING	2	3	34610	33407	*	*	*	8	21	31040	30103	*	*	*
DESIGN / CONSTRUCT	81	156	31870	31528	35000	32136	28000	407	871	29923	30253	34200	30940	23851
ENVIRONMENTAL/SANITATION	16	41	30522	30683	*	*	*	48	113	28876	29182	33600	28900	24000
MANUFACTURING/INDUSTRIAL	77	175	31724	32036	35000	32400	26832	623	1059	32124	32171	35100	32400	29000
SYSTEMS / PROGRAMMING	43	82	31314	31458	34200	31200	28500	110	247	31172	31165	34000	31650	27600
POWER SYSTEMS	33	62	32764	31758	34500	32500	31800	115	240	32115	31865	34200	32400	30680
SOFTWARE DESIGN & DEVELOP	28	43	33470	32702	37000	34000	30160	79	189	32457	31746	35700	32760	29520
HARDWARE DESIGN & DEVELOP	35	45	33292	33049	35000	33600	31200	100	165	32647	32173	34700	33000	30600

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	23	66	$33238	$33095	$36000	$33900	$30500	185	400	$32237	$32255	$36100	$32400	$27500
TESTING	7	19	31217	31422	*	*	*	65	145	30681	30668	33600	31000	27500
PROCESS ENGINEERING	40	209	35478	35168	39600	35450	33000	253	935	35248	35064	38400	35500	32500
PROJECT ENGINEERING	22	150	33866	33119	35000	34000	33000	133	619	32209	32577	35400	32500	28800
OTHER ENGINEERING	243	452	31441	31843	34380	31944	27000	608	1341	31595	31520	35000	32000	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				8	20	24984	22714	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				3	11	24570	21610	*	*	*
NURSES / PERSONAL CARE	+	1	+	26686				19	27	25153	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				6	18	24508	25980	*	*	*
PHARMACIST	+	+	+	+				1	10	30200	35363	*	*	*
PHYSICAL THERAPY	+	+	+	+				21	21	27419	27419	30800	29000	27000
RESPIRATORY THERAPY	+	+	+	+				3	6	18167	23297	*	*	*
OTHER HEALTH RELATED	3	4	19333	18125	*	*	*	21	37	20751	20310	25000	20280	16000
SOCIAL SERVICES														
ADMINISTRATION	3	5	15075	17265	*	*	*	13	19	17522	18084	*	*	*
COUNSELING	8	9	16270	17529	*	*	*	23	37	16936	16995	20000	16320	11960
FUNDRAISING / DEVELOPMENT	1	1	18200	18200	*	*	*	2	6	18350	17350	*	*	*
SOCIAL WORK	6	6	17336	17336	*	*	*	20	25	18277	18257	27000	17150	12000
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	40	79	29010	28975	34000	29500	23000	251	528	28854	28594	33600	29120	23500
INFORMATION SYSTEMS	20	42	30179	30871	33600	30225	26500	146	256	27794	28058	32000	27500	24700
SYSTEMS ANALYSIS & DESIGN	42	67	31933	31277	35000	32400	29000	164	297	30741	29931	34500	31000	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	40	45	32017	31680	35000	32370	29400	55	67	31382	30931	34224	31800	28500
AGRICULTURE/NAT'L RESOURC	+	10	+	21150				30	91	19337	20551	29736	19000	13000
ARCHITECTURE	+	2	+	22100				+	16	+	22053			
CONSULTING	40	101	28935	29947	32000	28500	27000	213	395	28516	28767	32000	28500	25000
HUMAN RESRCS /INDUS RELS	2	3	24000	25333	*	*	*	24	49	24813	23249	35000	23500	17000
MANAGEMENT TRAINEE	63	135	22216	24079	30000	21000	16000	324	833	21334	22065	28500	20000	16000
MATH/STATISTICIANS	2	5	29000	23237	*	*	*	3	16	27282	22895	*	*	*
PARALEGAL	1	2	18000	19000	*	*	*	5	10	16060	17074	*	*	*
RESEARCHERS NON-TECHNICAL	2	3	16780	15687	*	*	*	5	24	19112	21192	*	*	*
RESEARCHERS - TECHNICAL	1	5	33660	25972	*	*	*	23	34	27596	27650	32040	32040	16000
TEACHING	19	27	16258	17404	*	*	*	158	485	18382	19070	23966	18586	12500
TOTALS	1277	2863						6704	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 4 MAY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	8	34	$29000	$31997	*	*	*	33	178	$27436	$29687	$31000	$28500	$22500
MBA--NON-TECH	38	63	38632	38015	$50000	$38500	$28500	117	256	36689	35972	49000	35000	27000
MBA--TECH	2	8	37000	39250	*	*	*	20	63	39746	38274	55000	37859	29600
MS-BUSINESS	+	1	+	43400				6	20	36583	34165	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	3	5	32650	36390	*	*	*	28	38	39575	37222	48618	41400	25000
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	1	7	28000	33086	*	*	*	5	25	31465	30838	*	*	*
MANAGEMENT INFORMATION SY	2	7	34290	36940	*	*	*	4	19	34495	34711	*	*	*
MARKETING/MKTNG MGT (RESE	+	4	+	34063				3	12	48641	35540	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				2	4	26000	26550	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				4	13	30250	26702	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				7	24	20114	22337	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	5	+	33719			
READING EDUCATION	+	+	+	+				1	1	22000	22000	*	*	*
SPECIAL EDUCATION	+	1	+	24000				12	26	22083	22311	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				+	2	+	24350			
LETTERS	+	+	+	+				3	3	18000	18000	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				1	1	20000	20000	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				24	26	23993	24731	31000	22000	19000
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				2	5	23405	22535	*	*	*

continued

MCPA REGIONAL Report No. 4 MAY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	8	12	$35340	$36136	*	*	*	16	30	$35453	$35387	*	*	*
AGRICULTURAL	2	2	35200	35200	*	*	*	5	5	35740	35740	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	2	+	36000			
CHEMICAL	2	4	36330	37565	*	*	*	16	52	36216	36991	*	*	*
CIVIL	4	11	33648	32655	*	*	*	69	113	31883	32109	$37000	$31200	$27000
COMPUTER	+	+	+	+				5	20	35285	34655	*	*	*
ELECTRICAL/ELECTRONIC	19	37	36229	37370	*	*	*	90	176	36765	36975	40000	37000	32000
INDUSTRIAL	6	15	36350	37887	*	*	*	34	56	36108	36033	39000	36000	32000
MECHANICAL	19	34	37608	37502	*	*	*	77	158	36986	36982	40500	37200	33000
METALLURGICAL	+	1	+	36000				12	21	36393	37120	*	*	*
MINING & MINERAL	+	+	+	+				1	1	30000	30000	*	*	*
NUCLEAR	1	3	36000	35521	*	*	*	3	9	34733	34393	*	*	*
PETROLEUM	+	1	+	36000				2	25	34080	38190	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	2	2	26100	26100	*	*	*	5	7	24240	25635	*	*	*
HEALTH SCIENCES	+	+	+	+				1	7	25000	18374	*	*	*
NURSING	+	+	+	+				2	2	34900	34900	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				2	6	20600	29441	*	*	*
CHEMISTRY	+	4	+	31000				5	15	31446	31713	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	24	38543	36852	*	*	*	35	86	36651	36873	41200	37020	33000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	3	+	25067				1	34	24000	33031	*	*	*
MATHEMATICS (INCL ACTUARI	2	6	34750	33117	*	*	*	9	18	32654	31201	*	*	*
PHYSICS	+	+	+	+				2	9	29960	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	124	297						664	1584					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	24	43	$49417	$46322	$55000	$49500	$40000	107	188	$49100	$45498	$60000	$51000	$37000
MBA--TECH	14	17	50171	48894	*	*	*	54	62	51470	50338	55400	52000	45000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	38	85	54008	48912	66000	51500	48000	138	259	52138	48953	63336	52000	40000
MBA--TECH	26	37	56631	54009	65000	55000	48000	101	145	55523	52682	69000	55000	47500
OVER 4 YEARS														
MBA--NON-TECH	19	38	44842	45826	*	*	*	88	156	49849	47399	70000	48500	32000
MBA--TECH	15	20	53333	54620	*	*	*	60	73	55899	56162	72000	54500	45000
TOTALS	136	240						548	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				1	2	$58000	50000	*	*	*
ECONOMICS	+	+	+	+				2	3	44952	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	14	55475	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	$36000				+	2	+	32520			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				4	6	37000	32167	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	28200				4	5	31200	30600	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	48331			
CHEMICAL	1	41	$52000	50254	*	*	*	5	81	48636	50678	*	*	*
CIVIL	+	+	+	+				+	3	+	44728			
COMPUTER	+	+	+	+				1	1	57000	57000	*	*	*
ELECTRICAL/ELECTRONIC	+	4	+	56300				4	25	52875	53723	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				2	2	51500	51500	*	*	*
MECHANICAL	1	6	54000	46832	*	*	*	5	16	50500	47382	*	*	*
METALLURGICAL	2	7	50850	46396	*	*	*	8	16	50388	48406	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	7	27500	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	2	8	38325	43726	*	*	*	39	55	44854	44729	$49992	$46000	$40000
GEOLOGICAL SCIENCES	+	2	+	41350				+	9	+	37140			
MATHEMATICS	+	+	+	+				1	4	44000	34750	*	*	*
PHYSICS	+	+	+	+				5	9	40500	41385	*	*	*
POLYMER	+	+	+	+				3	4	48000	47250	*	*	*
TOTALS	6	70						89	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27061 936 40000/24000			24700 9		20727 5	20424 3	25500 2	22600 2
BUSINESS ADMIN (INCL MGMT	16687 3	20000 3		23000 8	25000 2	18386 7		25950 14	30000 2
DISTRIBUTION MANAGEMENT	27500 1								
ECONOM & FINANCE (BANKING	26362 8			22779 72 45000/17500	27045 8	23933 3	19167 3	28022 45 35000/26000	21000 1
MANAGEMENT INFO SYSTEMS	28198 5			26875 4		27574 4	26451 8	28357 14	
MARKETING/MARK MGMT (RESR	25375 4	19000 1		19257 7	18583 3	23084 11	21350 4	28000 2	14400 1
REAL ESTATE	28125 4								
ADVERTISING		23000 1				20250 2	24000 1		
COMMUNICATIONS		15333 3		27000 1		17053 6	19000 3	24240 5	
JOURNALISM		13000 1				15900 4			
TELECOMMUN/BROADCASTING						16433 3			
PHYSICAL EDUCATION					13600 1				15000 1
MERCHANDISING MANAGEMENT		12480 1							
FOREIGN LANGUAGES							19200 1		
LETTERS (incl English, Li		16000 1				13000 1	19000 1	25333 3	
VISUAL & PERFORMING ARTS						17000 1			
HUMANITIES - OTHER						26333 3	45000 2		
CRIMINAL JUSTICE					19100 2				
HISTORY					12480 1	22000 1			
POLITICAL SCIENCE/GOVT								32000 4	
PSYCHOLOGY		40000 1				18600 1		23000 1	
SOCIAL SCIENCES-OTHER								33000 1	
AEROSPACE & AERONAUTICAL								30333 6	

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BIOENGINEERING & BIOMEDIC								29000 1	
CHEMICAL		28200 1						32775 4	34000 1
CIVIL								27749 39 35000/26000	27309 19
COMPUTER					30000 1	32500 2	30401 5	30311 14	30000 1
ELECTRICAL/ELECTRONIC			31750 2			31980 31 36000/30300	31441 6	30470 42 35000/28000	30453 8
INDUSTRIAL	33750 2			29750 2		31533 3	35250 2	30124 37 40000/26000	25000 1
MECHANICAL						31000 1	32400 1	31263 36 37000/28500	31500 4
METALLURGICAL								29000 2	
PETROLEUM									32033 6
ENGINEERING TECHNOLOGY								28750 2	22500 1
ANIMAL SCIENCES								16000 1	
COMPUTER SCIENCE	31000 2	33000 1		28700 2		30643 19	29239 17	29488 25 32000/28000	34000 1
COMPUTER PROGRAMMING				30000 1	35000 1		25350 2	28750 6	
INFORMATION SCIENCES & SY	27499 6			25750 2		27000 1	24233 3	27743 7	20000 1
SYSTEMS ANALYSIS								30500 1	
HEALTH SCIENCES				21996 1				13000 1	
ACTUARIAL								33200 8	
BIOLOGICAL									42000 1
GEOLOGY & GEOLOGICAL SCI								21000 2	
MATHEMATICS				23000 1			26433 3	35867 3	
PHYSICS								21956 2	

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23862 21 27000/20000		25000 1	23811 24 26500/20000		25066 10	22000 1		26799 3
BUSINESS ADMIN (INCL MGMT	20545 11	20200 2	18750 4	24161 27 36000/20806	22500 3	20373 73 42000/16000			16100 2
DISTRIBUTION MANAGEMENT						17800 1			
ECONOM & FINANCE (BANKING	23441 44 40000/15000		20080 5	24557 38 35000/20000		21232 25 35000/18500			20000 1
HOTEL/RESTAURANT MGMT.		17500 1	19951 15						
HUMAN RSRCS (incl LABOR R		20000 1	19000 1			20750 2			
MANAGEMENT INFO SYSTEMS	24200 1		28915 2	27149 36 31000/25800		24421 14		25000 1	
MARKETING/MARK MGMT (RESR	21360 5	21000 2	21000 2	22445 20 28000/19200		22176 92 40000/17000			18600 5
REAL ESTATE				30000 1					
ADVERTISING						19500 2			
COMMUNICATIONS	23000 2		17067 3	18175 8		18308 13			18767 6
JOURNALISM			12000 1	24000 1		21750 4			15077 7
TELECOMMUN/BROADCASTING						14200 3			
PHYSICAL EDUCATION		15000 1				18000 1		25000 1	
TEXTILES & CLOTHING						20113 18			
MERCHANDISING MANAGEMENT						18613 16			
FOREIGN LANGUAGES					33000 1	19000 2			
LETTERS (incl English, Li	19500 2	16000 2	20000 1	22602 3	21000 1	18000 2			16250 2
VISUAL & PERFORMING ARTS					10000 1		21000 1		21000 1
HUMANITIES - OTHER	23000 1	17500 1	18200 3	25150 4		19840 15	23000 1		
CRIMINAL JUSTICE			14000 1			17386 1		22167 3	
HISTORY		12480 1		21000 1		19800 2			
POLITICAL SCIENCE/GOVT	22000 1	24000 1		19300 1	14300 1	50000 1			

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(NO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PSYCHOLOGY	17500 1		17000 1	17200 1		20818 9			
SOCIOLOGY						17000 2			
SOCIAL SCIENCES-OTHER						18750 2			17000 1
COMPUTER	33500 2								
ELECTRICAL/ELECTRONIC				30350 2					
INDUSTRIAL			36000 1	34000 1		25850 2			
MECHANICAL				29700 1					
METALLURGICAL									30800 1
ENGINEERING TECHNOLOGY						14000 1			
AGRIBUSINESS				30000 1		20500 2			
COMPUTER SCIENCE	26400 1			26932 6		24125 4	29000 2		27000 2
INFORMATION SCIENCES & SY		18650 2	26400 1	25765 10		26900 3			30000 1
HEALTH SCIENCES			10000 1						
ACTUARIAL				31056 32 34224/28800					
BIOLOGICAL				26000 1					
GEOLOGY & GEOLOGICAL SCI			18000 1	30000 1					
MATHEMATICS	22000 1	19450 2		29493 14		24500 1			

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
ACCOUNTING					22935	6	25038	8	21500	2	20799	17	23901	11	23000	1	23167	6
BUSINESS ADMIN (INCL MGMT	45000	1	24000	3	26823	6	35000	1	16500	1	21833	9	20626	3	27980	4	20330	5
DISTRIBUTION MANAGEMENT					22675	8					19800	2						
ECONOM & FINANCE (BANKING	22500	2			29061	8	25500	7	21000	1	21452	15	20544	1			28667	3
HUMAN RSRCS (incl LABOR R					22000	1							19000	1				
MANAGEMENT INFO SYSTEMS	30000	1			27980	5	28200	4					26500	1			18000	1
MARKETING/MARK MGMT (RESR			14500	1	24375	4	26000	5			15738	1	25000	1			26000	2
REAL ESTATE	28833	6																
COMMUNICATIONS			14018	2	20500	2	17000	2	17133	3	15946	3	18050	2	16000	1	28000	1
JOURNALISM									18000	1	10000	1					18500	1
TELECOMMUN/BROADCASTING									12000	1								
ELEMENTARY EDUCATION									17912 87 38000/12000									
PRE-ELEMENTARY EDUCATION									16975	14					12000	1		
PHYSICAL EDUCATION									24000	2	15000	1			15000	1		
SPECIAL EDUCATION									20788 23 26500/17570				18000	1			23000	1
FOREIGN LANGUAGES			19000	1							16056	1						
LETTERS (incl English, Li			14000	1					18895	9	16553	2	15720	2	16000	1		
VISUAL & PERFORMING ARTS									19800	5					12000	1		
HUMANITIES - OTHER			17000	1	19800	2			27500	1	23300	2			25200	1		
CRIMINAL JUSTICE											25000	1	35000	1			12000	1
HISTORY									19000	1	23012	3						
POLITICAL SCIENCE/GOVT	18000	1			17000	1	20000	1	18722	2	20500	5						
PSYCHOLOGY	14000	1							17190	4			22550	4	16200	3	17500	2

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIOLOGY					16560 2		26718 4		21000 1
SOCIAL SCIENCES-OTHER					19800 1	23750 4	18400 4		14952 2
AEROSPACE & AERONAUTICAL		31800 1				25687 3			
AGRICULTURAL						30396 1	24000 1		
CHEMICAL	37000 1	33487 3				23288 4			
CIVIL		27767 3	24479 52 29500/23532	29286 8		24925 15	25551 59 33000/23532		21600 1
COMPUTER		34700 3		30830 2	28400 2	29822 2	23795 2	33000 1	
ELECTRICAL/ELECTRONIC		33309 7	32800 3	32012 52 34825/31200	27707 3	24731 17	23167 3		
INDUSTRIAL		36200 2	31200 1	30060 5		26006 8		31933 3	
MECHANICAL		31945 13	32020 10	31295 40 35000/28200	24341 3	26868 8		33600 1	
METALLURGICAL				27000 1					
NUCLEAR				30990 5		30396 1	27500 1		
ENGINEERING TECHNOLOGY				35620 1					
INDUSTRIAL TECHNOLOGY						21286 7			
ANIMAL SCIENCES						14536 1			
NATURAL RESOURCES							15850 2		
OTHER AGRICULTURAL SCIENC					12000 1	15000 1			
COMPUTER SCIENCE		32375 4	28560 2	29608 10	20250 2	27190 7	26694 3	22333 3	
INFORMATION SCIENCES & SY			21000 1	25000 1	23000 1	30000 1			22167 3
ALLIED HEALTH								27170 32 32000/24000	24467 3
HEALTH SCIENCES						15000 2		15000 1	20000 1
NURSING							27300 1	25063 16	29500 2
BIOLOGICAL		12500 2			19750 4	19400 2	23000 1	30000 2	

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMISTRY					17000 2		21000 1		
GEOLOGY & GEOLOGICAL SCI					17500 1		17300 2	12480 1	
MATHEMATICS			23000 2		18161 4	21014 3			
OTHER PHYSICAL & EARTH SC				16305 1					

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	19000 2			26000 2	26248 5	27321 14	27051 16	19250 4	27975 25 31000/25800
BUSINESS ADMIN (INCL MGMT			16923 2		26567 3	24500 2	27200 8	23000 3	27744 11
DISTRIBUTION MANAGEMENT						25560 1	26000 1		27000 1
ECONOM & FINANCE (BANKING				26000 4	24567 3	18750 2	26745 11	26582 2	27455 9
MANAGEMENT INFO SYSTEMS					25406 6	29781 8	34600 3		29911 8
MARKETING/MARK MGMT (RESR					24000 2	22175 4	25156 9	24038 8	25942 23 37000/24000
COMMUNICATIONS		19900 2		20000 1	16000 1		27000 4		29215 3
JOURNALISM				15000 2					
ELEMENTARY EDUCATION	15600 1		16050 2						18000 1
PRE-ELEMENTARY EDUCATION			9048 1						
PHYSICAL EDUCATION			17000 1						27200 1
FOREIGN LANGUAGES						24500 1			
LETTERS (incl English, Li			15016 5		23916 1				
VISUAL & PERFORMING ARTS		17000 1							
HUMANITIES - OTHER	42750 2		27000 1				45000 3		
HISTORY	22000 1		20500 1						
POLITICAL SCIENCE/GOVT				12000 1			27000 1		32644 1
PSYCHOLOGY			15697 7				30000 1	25000 1	
SOCIOLOGY			15838 3						
SOCIAL SCIENCES-OTHER	18800 1		14000 3						
AEROSPACE & AERONAUTICAL					31488 58 37960/30204	32000 1	27000 1		
AGRICULTURAL					30680 1	32500 1	32822 8	21600 1	
ARCHITECTURAL								26000 1	

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CHEMICAL					30940 1	31820 3	33383 6	34812 21 37700/33300	34643 157 39370/33000
CIVIL					30000 1	31200 1	29660 5	27982 18	30750 4
COMPUTER				23500 1	31698 14		37000 1	27000 1	30788 4
ELECTRICAL/ELECTRONIC					31689 106 37750/30000	31180 6	32240 73 36000/30600	32580 4	31931 19
INDUSTRIAL					29249 13	31667 9	32389 51 37200/30540	31818 4	31762 32 38700/30000
MECHANICAL				32000 1	31034 58 36400/30000	31048 68 36000/27000	32209 155 37000/29700	31841 16	33978 55 39000/32400
METALLURGICAL					36500 2		33275 11	29380 1	32800 1
PETROLEUM									33333 3
ENGINEERING TECHNOLOGY					27816 9		31715 13	32250 2	31055 5
INDUSTRIAL TECHNOLOGY					25500 3				
AGRIBUSINESS						20740 11	29736 1		
ANIMAL SCIENCES						16250 4			
PLANT SCIENCES						20833 6			
NATURAL RESOURCES						22000 1			
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE	20000 1				31245 18	27000 1	29747 15		32130 19
COMPUTER PROGRAMMING		23500 1							30000 1
INFORMATION SCIENCES & SY						33300 2	28650 2		31889 16
ALLIED HEALTH			15680 1						
HEALTH SCIENCES				10000 1					
PHARMACY									32040 9
BIOLOGICAL	11440 1								31322 2
CHEMISTRY									28397 36 45000/23200

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MATHEMATICS								14560 1	
PHYSICS							31000 1		

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 — 90th: 22080 / 10th: 18330 — PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30395	10	28473	19	25967 30000/20000	21	33000	1	25350	6			31000	2	27024	4	27618 35000/25500	58
BUSINESS ADMIN (INCL MGMT	35400	1			25837	12	22458	4	25247	6			40000	1	26950	4	30200	2
DISTRIBUTION MANAGEMENT			26600	3	31444	9	28200	1	25750	2					28200	1	26333	3
ECONOM & FINANCE (BANKING	26217	6	26420	17	26722	10	28250	4	24000	2			26633	3	28214	7	28667	6
HUMAN RSRCS (incl LABOR R	24000	1									27000	1	20000	1	28200	1	30100	2
MANAGEMENT INFO SYSTEMS	30877	6	29779	5	28000	3									28200	3	32100	2
MARKETING/MARK MGMT (RESR	25653	17	25147 30400/21750	25	25027	11	23971	18	24058	7			26033	6	20758	12	24706	6
ADVERTISING															15000	1		
COMMUNICATIONS	27262	2	25500	3	26875	4	25250	2							27240	1		
JOURNALISM	25000	1			18000	1												
TELECOMMUN/BROADCASTING			34236	1														
PHYSICAL EDUCATION	22000	1																
TEXTILES & CLOTHING					26000	1												
FOREIGN LANGUAGES					24504	1												
LETTERS (incl English, LI	31500	1																
VISUAL & PERFORMING ARTS	20000	1					20000	1										
HUMANITIES - OTHER	24000	1			25000	1			19000	1					15800	1		
POLITICAL SCIENCE/GOVT					19550	2	26500	1										
PSYCHOLOGY	21000	2													21000	1		
SOCIOLOGY					31000	1												
SOCIAL SCIENCES-OTHER					24000	1			24000	1								
AEROSPACE & AERONAUTICAL	31600	1	32525	4	26000	1											34000	1
AGRICULTURAL																	30000	1

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
CHEMICAL	34033 3	35150 6	34843 23 37000/33000	35850 2	34600 2	33000 1	35733 3	35770 20 37800/34800	36617 119 40000/35000
CIVIL	39000 1		33000 1		31200 5			33000 1	32768 19
COMPUTER	31922 30 36000/28500	32088 33 35100/29400			29550 2			31122 9	33433 3
ELECTRICAL/ELECTRONIC	31773 54 37000/28500	32649 199 38400/30000	31933 6	34200 2	32993 29 34500/31800			34162 12	34685 19
INDUSTRIAL	31630 6	31350 57 37800/28800	30956 13	32100 4	31771 14			33564 9	33833 6
MECHANICAL	31677 16	32328 99 38040/30300	33281 26 39000/31200	31950 6	32080 30 35100/30000		33000 3	34090 23 37000/32150	35480 51 38400/34000
METALLURGICAL		32233 3			32523 26 36000/30900				28500 1
MINING (INCL GEOLOGICAL)									34250 2
NUCLEAR		33472 5							
PETROLEUM									37800 7
ENGINEERING TECHNOLOGY		31175 12							32000 2
INDUSTRIAL TECHNOLOGY		27500 3		30000 1					34500 1
AGRIBUSINESS			24000 1						
OTHER AGRICULTURAL SCIENC			20000 1						
COMPUTER SCIENCE	31658 37 35000/28730	32417 24 35700/30600	35000 1	29500 1	26700 1				31908 12
COMPUTER PROGRAMMING								28000 1	30900 3
INFORMATION SCIENCES & SY	28537 10	28233 6	26400 2				30000 1	28773 4	30551 13
CHEMISTRY					30900 1		31000 1	30000 1	30450 2
MATHEMATICS	27736 3						25000 1		
PHYSICS	27300 2								

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	25750	2			29500	4	24800	4	28000	1	25813	8	22818	11
BUSINESS ADMIN (INCL MGMT					27350	2					28600	1	19795 30000/14352	20
ECONOM & FINANCE (BANKING	28440	1			30500	1	29400	1	21918	2	27500	1	22667	3
MANAGEMENT INFO SYSTEMS					27145	5					26884	1		
MARKETING/MARK MGMT (RESR	22017	6			24250	4			22262	5	23125	4	25636	11
COMMUNICATIONS	24000	1							16500	1	26500	1	20950	6
JOURNALISM	24000	1											13000	1
TELECOMMUN/BROADCASTING													21000	1
ELEMENTARY EDUCATION													19040	1
PRE-ELEMENTARY EDUCATION													14200	2
PHYSICAL EDUCATION									12000	1				
TEXTILES & CLOTHING									21800	2				
MERCHANDISING MANAGEMENT									21900	2				
LETTERS (incl English, Li	24000	1											22400	3
VISUAL & PERFORMING ARTS	20000	1												
HUMANITIES - OTHER													22100	1
POLITICAL SCIENCE/GOVT													15600	2
PSYCHOLOGY											22500	1		
SOCIOLOGY	14500	1												
SOCIAL SCIENCES-OTHER											16000	1		
AEROSPACE & AERONAUTICAL													29281	12
AGRICULTURAL			32000	1										
BIOENGINEERING & BIOMEDIC					33500	2					32853	2	28470	3

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
CHEMICAL	32000	1	35160	10	34800	1	36000	1	35125	2	35117	6	37120	5
CIVIL											29160	2	28021 34400/25500	23
COMPUTER			30600	2							33000	1	31500	1
ELECTRICAL/ELECTRONIC			31790	4	31400	4					30828	5	30104	18
INDUSTRIAL					31175	4					29811 33300/27000	23	28544	15
MECHANICAL	27000	1	32650	12	31709	6	30763	3	22568	1	32497 35400/30000	28	31087 35100/29400	25
METALLURGICAL			35200	1			31183	6			33700	2		
NUCLEAR			31200	1			30600	1			32500	1	20000	1
ENGINEERING TECHNOLOGY			35000	1	27500	1					31500	1	31500	1
INDUSTRIAL TECHNOLOGY					30000	1					30000	1		
AGRIBUSINESS											22000	1		
ANIMAL SCIENCES													12000	1
PLANT SCIENCES													25000	1
COMPUTER SCIENCE	20500	1	30600	1	34116	1					30000	2	29049	7
COMPUTER PROGRAMMING											30507	3		
INFORMATION SCIENCES & SY							29100	1			34200	2	21000	1
SYSTEMS ANALYSIS			33960	1										
CHEMISTRY											27350	1		
PHYSICS					18000	1							26400	1

AVERAGE SALARY OFFERS MAY 1990 NCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27027 961 40000/24000	19123 12		22928 101 45000/17000	22729 17	20648 52 46000/14400	24038 26 52000/19000	27577 91 36500/25000	22229 7
BACHELOR - TECHNICAL	29450 10	30600 2	31750 2	27044 9	32500 2	31425 57 38000/28000	29316 39 37000/24000	29734 239 40000/26000	29277 44 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22888 89 40000/16500	18407 12	19682 40 28915/16000	24294 165 36000/20000	20829 7	21071 310 50000/15600	22000 3	23300 5	18366 28 28000/13000
BACHELOR - TECHNICAL	28850 4	19050 4	22600 4	29512 69 34224/26640		23723 13	29000 2		28700 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	27083 12	18282 9	24871 43 42000/17000	25379 28 35000/20000	18492 160 38000/12500	20706 67 28000/16000	22418 36 36000/17700	19980 14	21694 26 29000/16500
BACHELOR - TECHNICAL	37000 1	31447 38 38400/27500	26012 71 33900/23532	31092 126 35620/28200	21373 23 35000/16000	24562 83 36000/19000	24918 76 33000/22500	26455 60 40000/20000	24050 10

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	25700 7	18933 3	15922 26 27000/11200	21800 10	25000 21 33000/23000	26438 32 32850/22500	28084 57 50000/23000	23137 18	27471 83 37000/24500
BACHELOR - TECHNICAL	15720 2	23500 1	15680 1	21833 3	31208 284 40000/29000	29028 115 36000/20640	32115 343 50000/29000	31212 70 37700/25000	33027 363 45000/29280

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27221 50 37000/21000	26825 73 49000/23000	26410 78 35000/20000	24766 32 33000/22300	24580 25 36000/23400	27000 1	27546 13	24515 36 31200/16000	27669 79 35000/25000
BACHELOR - TECHNICAL	31517 163 39000/28000	32267 451 40000/29700	32687 75 39000/29700	32481 16	32286 110 37000/30000	33000 1	32467 9	33721 80 37800/30600	35151 262 40000/31200

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	22753 14		27245 16	25720 5	21360 14	24832 18	21364 62 35000/15000
BACHELOR - TECHNICAL	26500 3	33227 34 36000/30600	31046 21 36000/28500	31257 12	30939 3	31458 81 36300/28000	29433 115 50000/25000

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27067 931 40000/24000	25526 298 41000/20000		25500 1	31500 2				27489 26 49000/24504
BUSINESS ADMIN (INCL MGMT	16353 3	21451 14	24875 4	19100 5	25000 1		25000 1		26253 15
ECONOM & FINANCE (BANKING	26175 8	25339 36 42000/22000	21061 18	23437 39 45000/19000	29372 5	23750 2		24000 2	27101 90 40000/22000
MANAGEMENT INFO SYSTEMS	26998 2	26250 2							28600 3
MARKETING/MARK MGMT (RESR	24500 2	26000 3	15000 1	14000 1	12800 1			13750 1	22500 4
REAL ESTATE				28500 2			30000 2		28667 3
COMMUNICATIONS				27000 1					20300 5
JOURNALISM									25000 1
ELEMENTARY EDUCATION									25000 1
PHYSICAL EDUCATION					13600 1				
LETTERS (incl English, Li	23058 2	22000 1							17000 1
CRIMINAL JUSTICE							19200 1		
HISTORY			12480 1						22000 1
POLITICAL SCIENCE/GOVT		22000 1							29250 2
ELECTRICAL/ELECTRONIC						31500 1	32000 1		
INDUSTRIAL	30600 1	30600 1	27500 1		32000 1				
MECHANICAL									30500 1
COMPUTER PROGRAMMING									32500 2
INFORMATION SCIENCES & SY		30000 1							28500 1
HEALTH SCIENCES				21996 1					
MATHEMATICS		14560 1							20000 1

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING					20804	1												
BUSINESS ADMIN (INCL MGMT	23200	5	22860	9	22815	7							25000	1	15000	1	18200	1
ECONOM & FINANCE (BANKING	20213	8	22067	9	22415	9							29400	1				
MARKETING/MARK MGMT (RESR	18000	1	19200	1	19403	2			25000	1					23000	1	16700	2
ADVERTISING									23000	1					21000	1	15000	1
COMMUNICATIONS					17550	2	17000	2	16000	1	15907	3	22306	4	20606	7	17667	3
JOURNALISM											13915	4	14400	1	15000	2	15180	6
TELECOMMUN/BROADCASTING									20412	3			15000	1				
MERCHANDISING MANAGEMENT							12480	1										
LETTERS (incl English, Li					20903	2					13000	1			16000	2	18417	6
VISUAL & PERFORMING ARTS							18000	4										
HUMANITIES - OTHER			22800	2	25000	1							10000	1	60000	1	25500	1
HISTORY			21000	1													21000	1
POLITICAL SCIENCE/GOVT	33000	1											19500	1	24000	1		
PSYCHOLOGY	17500	1													13360	1		
SOCIOLOGY							14500	1										
SOCIAL SCIENCES-OTHER															19800	1	17000	1
CHEMICAL							34680	1										
ELECTRICAL/ELECTRONIC							32700	1					33750	2	31500	1		
INDUSTRIAL													32615	4				
MECHANICAL							27300	1					34200	1				
ANIMAL SCIENCES																	16000	1
COMPUTER SCIENCE											31824	1	26275	1			24000	1

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION		PUBLIC RELATIO	WRITING / EDIT
PHYSICS							23912	1		

AVERAGE SALARY OFFERS MAY 1990 NCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING		BRAND/PRODUCT		BUYER/MERCHAND		DISTRIBUTION		MARKET RESEARC		PURCHASING		SALES		EXECUTIVE, LEG		FINANC,TAXA, M	
ACCOUNTING													23000	2	16000	1	23158	7
BUSINESS ADMIN (INCL MGMT	15750	2	21257	6	22888	8	31683	6	21833	3	19615	3	21969 28600/18000	36	22767	3	23765	3
DISTRIBUTION MANAGEMENT							27727	17			26400	2	20000	1				
ECONOM & FINANCE (BANKING			28250	2	20357	7	26400	1	26000	1			23747 36400/20000	27	22000	1	22733	5
MANAGEMENT INFO SYSTEMS			31992	1									22999	3				
MARKETING/MARK MGMT (RESR	22625	4	25737	11	23530 40000/20000	33	24833	3	25682	11	26200	3	23613 37000/18500	216	25000	1		
ADVERTISING	21750	2																
COMMUNICATIONS	10800	1	22750	2	22800	1	34000	1	22745	3			22898 31644/17000	25	13800	2		
JOURNALISM	18250	2	10000	1	23000	1					18500	1	22083	6				
TELECOMMUN/BROADCASTING	21000	1									15000	1	19300	1				
PHYSICAL EDUCATION			12000	1									24600	2				
TEXTILES & CLOTHING					19931	14							26000	1				
MERCHANDISING MANAGEMENT			21000	1									26000	1				
FOREIGN LANGUAGES					24500	1							24504	1				
LETTERS (incl English, Li	16000	1	24000	1									24375	4	16720	2		
VISUAL & PERFORMING ARTS													20000	1				
HUMANITIES - OTHER					20700	8	46000	1					24850	8				
CRIMINAL JUSTICE					14000	1							19000	1				
HISTORY			15600	1									22000	1				
POLITICAL SCIENCE/GOVT					50000	1					14100	1	22778	7			24000	1
PSYCHOLOGY	24000	1			20500	1							24350	6				
SOCIOLOGY					14000	1							20000	1				
SOCIAL SCIENCES-OTHER													22333	3				

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
AGRICULTURAL		32500 1							
CHEMICAL		35233 3					50000 1		
CIVIL							29000 2		
ELECTRICAL/ELECTRONIC					32000 1		32175 16	24700 1	
INDUSTRIAL		38400 1		30600 1			31181 14		
MECHANICAL		31067 3			30056 1		30566 18	32400 1	27500 1
METALLURGICAL	30600 1								
ENGINEERING TECHNOLOGY							21133 3		
AGRIBUSINESS			20500 2				23956 6		
PLANT SCIENCES							20500 2		
COMPUTER SCIENCE		34000 1							
INFORMATION SCIENCES & SY			28500 1						
BIOLOGICAL							29548 3		
CHEMISTRY						27354 4	27699 15		
GEOLOGY & GEOLOGICAL SCI							30000 1		
MATHEMATICS							22000 1		

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		31667 3	21359 2				24000 1		23000 1
DISTRIBUTION MANAGEMENT			19800 2						
ECONOM & FINANCE (BANKING	23273 4		20898 3						
MARKETING/MARK MGMT (RESR									30400 1
COMMUNICATIONS			15600 1						37200 1
PHYSICAL EDUCATION		25000 1	15000 1						
TEXTILES & CLOTHING									21600 1
FOREIGN LANGUAGES			16056 1						
LETTERS (incl English, Li			16800 1						
HUMANITIES - OTHER		24000 1	18600 1						
CRIMINAL JUSTICE		25375 4							
HISTORY			24018 2						
POLITICAL SCIENCE/GOVT	20000 1		21000 1						
PSYCHOLOGY		21000 2							
SOCIAL SCIENCES-OTHER			23750 4						
AEROSPACE & AERONAUTICAL							30922 17		31240 13
AGRICULTURAL							31000 2	24000 1	29080 3
BIOENGINEERING & BIOMEDIC						31500 2			
CHEMICAL		36000 2				33155 4	34159 17	34000 2	34593 27 36400/33000
CIVIL			15000 1		26700 2	26350 2	26817 145 36000/23532	27174 25 33600/23795	27773 4
COMPUTER							30112 3	29600 3	30000 2
ELECTRICAL/ELECTRONIC	33300 2	32090 6					31774 72 36000/29496	30125 8	32852 109 38400/30600
INDUSTRIAL		31800 1					31638 8	29288 2	31154 149 37200/28200

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MECHANICAL	33600 1	32344 1	23660 1				31386 132 38040/28200	33000 6	32762 239 39000/30540
METALLURGICAL							31450 4		32692 32 40000/30900
MINING (INCL GEOLOGICAL)									36000 1
NUCLEAR							31448 2		
ENGINEERING TECHNOLOGY							40000 1		31717 22 50000/26832
INDUSTRIAL TECHNOLOGY							32250 2		24269 13
COMPUTER SCIENCE							30500 1	28300 1	31100 3
INFORMATION SCIENCES & SY			30000 1						
BIOLOGICAL			19400 2						
CHEMISTRY									30500 2
GEOLOGY & GEOLOGICAL SCI		18000 1			19600 1				

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									25200 1
BUSINESS ADMIN (INCL MGMT	28800 1							35400 1	
ECONOM & FINANCE (BANKING							23000 1		28000 1
TEXTILES & CLOTHING									22000 1
HUMANITIES - OTHER						28000 1			
AEROSPACE & AERONAUTICAL	31000 1		26000 1	31350 2	31661 9	31716 6		30160 1	30979 29 36920/28000
AGRICULTURAL					34000 1				32379 6
ARCHITECTURAL									26000 1
BIOENGINEERING & BIOMEDIC	36000 1								29623 5
CHEMICAL	36000 1		35838 8	30800 2	34901 43 39600/33300	34328 5	35640 223 40000/33000	35181 17	34144 40 37800/30000
CIVIL					28567 4	24399 4	24800 1	28357 11	28046 56 36000/24348
COMPUTER	31029 16	33280 1	31978 25 36000/29640	33416 15	32400 5	31253 3			30967 21 34000/28900
ELECTRICAL/ELECTRONIC	30965 47 36000/28500	32138 83 36000/31140	31652 21 36400/29000	32740 56 37000/30940	31050 48 36500/27720	31363 23 34600/29640	32350 4	31659 25 36400/27500	31767 166 39420/28200
INDUSTRIAL	31595 12	31300 2	35400 2	29850 2	32453 9		29000 3	31873 8	30878 67 40000/27000
MECHANICAL	32053 10	32417 21 38400/30780	31633 3	32272 18	32479 43 37000/30000	30892 13	33513 14	32619 61 36000/30000	32414 165 37200/30000
METALLURGICAL		27000 1		33600 1	32616 5		31050 2	32400 1	33200 9
MINING (INCL GEOLOGICAL)								32500 1	
NUCLEAR		33525 2		35000 1	29050 2	24000 1	32400 1		32510 6
PETROLEUM						28300 2	33333 3		36382 11
ENGINEERING TECHNOLOGY	32500 1	31540 3		31500 1		30400 6		28415 5	29574 5
INDUSTRIAL TECHNOLOGY	22500 1	30000 1							
COMPUTER SCIENCE	31194 16		33337 15	35000 1	30000 1			32500 2	30481 18
COMPUTER PROGRAMMING			30507 3		31000 1				

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
INFORMATION SCIENCES & SY			30000 1	30000 1					
SYSTEMS ANALYSIS	33960 1	30500 1							
BIOLOGICAL							42000 1		
CHEMISTRY					30130 13	27000 1			
GEOLOGY & GEOLOGICAL SCI					15000 1				
MATHEMATICS	27600 1								
PHYSICS	30000 1								

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE		INDUSTRIAL HYG		MEDICAL TECHNO		NURSES / PERSO		OCCUPATIONAL T		PHARMACIST		PHYSICAL THERA		RESPIRATORY TH		OTHER HEALTH R	
BUSINESS ADMIN (INCL MGMT	23843	4									30200	1					18000	1
PHYSICAL EDUCATION													15000	2				
SPECIAL EDUCATION																	23000	1
LETTERS (incl English, Li																	16000	1
VISUAL & PERFORMING ARTS	12000	1																
HUMANITIES - OTHER					25200	1												
PSYCHOLOGY							15600	1									17000	1
CHEMICAL									20150	1								
INDUSTRIAL																	36000	1
NUCLEAR																	20000	1
COMPUTER SCIENCE	27500	1													18167	3	20000	1
ALLIED HEALTH					24255	2			25380	5			29489	18			22753	9
HEALTH SCIENCES													15000	1			15000	4
NURSING	25000	1					25683	18										
BIOLOGICAL	40000	1																
CHEMISTRY																	21000	1

AVERAGE SALARY OFFERS MAY 1990 NCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
ACCOUNTING									27697	4	16000	1						
BUSINESS ADMIN (INCL MGMT	16305	1							25936	6	28700	3	27125	4				
DISTRIBUTION MANAGEMENT									26000	1								
ECONOM & FINANCE (BANKING									25827	8	26010	2	26900	4	30600	1		
MANAGEMENT INFO SYSTEMS									28058	19	27244 32400/25500	87	28853	19				
MARKETING/MARK MGMT (RESR	15738	1									27333	3						
COMMUNICATIONS	15738	1																
JOURNALISM																	13000	1
ELEMENTARY EDUCATION			19040	1														
PRE-ELEMENTARY EDUCATION							9048	1										
PHYSICAL EDUCATION																	15000	1
LETTERS (incl English, Li	15845	5	15980	2	18200	1												
HUMANITIES - OTHER	27000	1							41667	3			38000	1				
CRIMINAL JUSTICE							12000	1										
HISTORY							20500	1										
POLITICAL SCIENCE/GOVT					18500	1												
PSYCHOLOGY			16398	11			19040	5			24200	1						
SOCIOLOGY			18773	3			21741	7										
SOCIAL SCIENCES-OTHER	20900	2	14452	2			15320	5										
AEROSPACE & AERONAUTICAL													28846	7				
AGRICULTURAL																	29736	1
CHEMICAL													35350	8				
CIVIL													28033	6				

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER					30753 32 34300/27000	34533 3	32500 2		
ELECTRICAL/ELECTRONIC					30560 2	31824 1	31852 12		
INDUSTRIAL						32867 3	31783 6		30000 1
MECHANICAL					32420 2	30000 1	31380 26 35000/27600		
ENGINEERING TECHNOLOGY					29500 1	31500 1	30000 2		
AGRIBUSINESS									20163 7
ANIMAL SCIENCES									15256 6
PLANT SCIENCES									21750 4
NATURAL RESOURCES									17900 3
OTHER AGRICULTURAL SCIENC									19250 4
COMPUTER SCIENCE		36000 1			29147 92 38000/24000	29555 21 33600/27120	31843 55 50000/29000		
COMPUTER PROGRAMMING					27743 7	28350 2			
INFORMATION SCIENCES & SY					28380 65 36036/22800	26384 14	28322 9		
ALLIED HEALTH	15680 1					31860 1			
HEALTH SCIENCES		13000 1							
ACTUARIAL								31395 39 38000/28500	
BIOLOGICAL		11440 1			20000 1				23000 1
GEOLOGY & GEOLOGICAL SCI		12480 1							
MATHEMATICS					25700 6	26604 2	22065 3	31401 15	19000 1
PHYSICS					25500 2				
OTHER PHYSICAL & EARTH SC	16305 1								

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28850 6		26317 6					
BUSINESS ADMIN (INCL MGMT		26875 12	23929 7	21339 89 42000/15500	28500 1				15000 1
DISTRIBUTION MANAGEMENT		27500 1		25730 10					
ECONOM & FINANCE (BANKING		27864 41 32000/26000		21630 48 30000/15600					21000 1
HOTEL/RESTAURANT MGMT.				19798 16					
HUMAN RSRCS (incl LABOR R			24738 8	20750 4					
MANAGEMENT INFO SYSTEMS		28475 13	45000 1	25000 1					
MARKETING/MARK MGMT (RESR		24375 4		21080 39 28800/18000					
REAL ESTATE		28125 4							
ADVERTISING				19500 2					
COMMUNICATIONS		23050 4	16500 1	18642 26 26000/15000					18400 1
JOURNALISM				12000 1					
TELECOMMUN/BROADCASTING			16600 1	11000 1					
ELEMENTARY EDUCATION			18000 1	18000 1					17762 88 38000/12000
PRE-ELEMENTARY EDUCATION									16356 17
PHYSICAL EDUCATION				18000 1					21667 3
SPECIAL EDUCATION									20672 24 26500/17570
TEXTILES & CLOTHING				20750 4					
MERCHANDISING MANAGEMENT				18413 16					
FOREIGN LANGUAGES				19067 3			26000 2		
LETTERS (incl English, Li		28500 1		19250 4		21000 1			19425 6
VISUAL & PERFORMING ARTS			21000 1	18500 2		10000 1			21250 4
HUMANITIES - OTHER			29000 2	19150 12			17000 1		27500 1

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CRIMINAL JUSTICE				21193 2					
HISTORY				18240 2					19000 1
POLITICAL SCIENCE/GOVT		31750 2		15100 2		16150 2	12000 1		18944 1
PSYCHOLOGY		23000 1	27500 2	20333 6			14560 1		17200 1
SOCIOLOGY				31000 1					
SOCIAL SCIENCES-OTHER		33000 1		17250 2		17000 1			
AEROSPACE & AERONAUTICAL		30667 3							
CHEMICAL		27000 1						33836 1	
CIVIL		26557 14							
COMPUTER		29875 8							
ELECTRICAL/ELECTRONIC		30909 22 35000/28000		32675 5					
INDUSTRIAL		29532 25 36500/26000		31384 5					
MECHANICAL		29745 11		31480 5				33660 1	
METALLURGICAL		29000 2							
ENGINEERING TECHNOLOGY		22500 1							
AGRIBUSINESS				24500 2					
PLANT SCIENCES		22000 1							
COMPUTER SCIENCE		30238 17		23250 2					
COMPUTER PROGRAMMING		28875 4							
INFORMATION SCIENCES & SY		28440 10							
HEALTH SCIENCES									10000 1
PHARMACY								32040 9	
ACTUARIAL		35000 1							

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL								13667 3	21000 3
CHEMISTRY				23000 1				26979 7	20000 1
GEOLOGY & GEOLOGICAL SCI		21000 2							17500 1
MATHEMATICS				19518 3	26673 2				17663 3
PHYSICS		20000 1						24500 2	

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27011 948 40000/24000	25334 355 42000/20000	21087 24 28000/14400	23124 49 45000/18000	26126 10	23750 2	26050 4	20583 3	26700 152 49000/22000
BACHELOR - TECHNICAL	30600 1	26053 3	27500 1	21996 1	32000 1	31500 1	32000 1		28800 5

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	21638 16	22279 22 25140/20000	21790 24 36000/18000	16623 8	20873 6	14548 8	20252 10	21244 18	17485 22 25500/13780
BACHELOR - TECHNICAL				31560 3		31824 1	31372 9	31500 1	20000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19557 14	23231 27 40000/15600	22280 77 50000/19000	29047 29 46000/22100	24569 18	21622 11	23354 354 50000/18000	19234 10	23192 16
BACHELOR - TECHNICAL	30600 1	33756 9	23167 3	30600 1	31028 2	27354 4	29437 82 50000/23200	28550 2	27500 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	22619 5	26136 11	20584 19				24000 1		28050 4
BACHELOR - TECHNICAL	33400 3	31517 11	21492 5		24333 3	31040 8	29938 406 40000/23851	28876 48 36000/24000	32150 619 50000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	28800 1					28000 1	23000 1	35400 1	25067 3
BACHELOR - TECHNICAL	31194 109 37000/27600	32115 115 38400/30680	32457 79 37800/29520	32647 100 37000/30600	32237 185 45000/27500	30722 64 36600/27500	35296 252 42000/33000	32184 132 37000/28800	31627 605 40000/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21474 5		25200 1	15600 1		30200 1	15000 2		18500 4
BACHELOR - TECHNICAL	30833 3		24255 2	25683 18	24508 6		28726 19	18167 3	21281 17

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	17801 11	16663 19	18350 2	18277 20 36000/12000	28223 41 52000/24960	27119 97 33000/24200	28654 28 38000/26000	30600 1	14000 2
BACHELOR - TECHNICAL	15993 2	18230 4			28977 210 38000/23500	29129 49 36300/25200	31170 136 50000/26400	31396 54 38000/28500	19718 28 30000/14000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27612 90 37000/25000	24813 24 45000/17000	20789 301 42000/16000	28500 1	16060 5	19112 5		18395 149 38000/12500
BACHELOR - TECHNICAL		29177 123 36500/26000		28467 23 35100/20000	26673 2			27596 23 35000/16000	18166 9

AVERAGE SALARY OFFERS MAY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG		ADVERTISING		ARCHITECTURAL		BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SFT/D		CONSULT SVCS		ENGINEERING /	
MBA--NON-TECH	35142	11	26000	1			39500	7	51000	2			28000	1	41033	15		
MBA--TECH	29000	2					55000	1	56667	3	43000	1			31250	2		

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
MBA--NON-TECH	31600	5					31349	9			26000	2						
MBA--TECH																		

CURRICULUM	REAL ESTATE		RESEARCH ORGAN		TRANSPORTATION		UTILITIES		EDUCATION		FEDERAL GOVERN		LOCAL/STATE GO		HOSPITALS		HEALTH SRVCS (	
MBA--NON-TECH	28000	1	36600	1	43667	3	35000	2			25200	2	30000	2	32000	2	27500	1
MBA--TECH							42000	1										

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SRVCS/P		OTHER NON-PROF		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATLS		CHEMICAL, DRUG	
MBA--NON-TECH	22500	1							29500	2			35600	6			41728	8
MBA--TECH													37867	3			36896	1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
MBA--NON-TECH	38296	5	38500	2	40609	11	50333	3	30000	1					34800	1	43000	2
MBA--TECH	38822	1			35800	2	32000	1	35700	1					35800	1		

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
MBA--NON-TECH			33600	1	38000	1							27438	4
MBA--TECH														

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engineering
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 2, 1990 through June 4, 1990) and cumulatively (September 1, 1989, and June 4, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 5 JULY 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	843	1667	$27583	$26627	$30000	$28000	$24000	2130	4340	$27037	$26496	$30000	$27500	$23500
BUSINESS ADMIN (INCL MGMT	273	680	24731	23688	31000	25000	18200	549	1263	23785	23318	30000	24000	17680
DISTRIBUTION MANAGEMENT	9	26	26532	24580	*	*	*	43	73	26357	25376	32000	27000	20000
ECONOM & FINANCE (BANKING	484	1114	25928	25527	31000	26200	20050	869	1882	25397	25158	30000	26000	20000
HOTEL/RESTAURANT MGMT.	45	88	20381	21306	23000	20650	18500	61	120	20228	20951	22000	20000	18000
HUMAN RSRCS (incl LABOR R	12	49	23025	22514	*	*	*	24	104	23217	23176	27000	23000	19500
MANAGEMENT INFO SYSTEMS	53	192	27834	27595	31500	27500	25000	204	475	27742	27493	31000	27570	25000
MARKETING/MARK MGMT (RESR	400	795	24371	23902	28400	25000	19200	751	1536	23885	23447	27700	24100	18000
REAL ESTATE	3	6	22333	20850	*	*	*	14	24	27321	24353	*	*	*
COMMUNICATIONS														
ADVERTISING	26	40	23058	22044	30000	24000	15000	33	65	22455	20599	30000	21000	15000
COMMUNICATIONS	49	115	21692	21435	28000	21000	16000	147	264	20901	20898	27240	20000	15000
JOURNALISM	29	51	22686	20602	26000	23000	18100	56	103	19992	19004	26000	20250	13000
TELECOMMUN/BROADCASTING	42	51	21996	21250	26000	23375	15500	51	64	21235	20610	26000	21000	15000
EDUCATION														
ELEMENTARY EDUCATION	14	75	16989	19837	*	*	*	106	374	17745	19144	22100	18500	12000
PRE-ELEMENTARY EDUCATION	2	4	18500	19125	*	*	*	20	27	16205	17130	21000	17000	9048
PHYSICAL EDUCATION	1	9	13700	20580	*	*	*	14	44	18321	19373	*	*	*
SPECIAL EDUCATION	11	27	19947	19754	*	*	*	36	86	20515	19827	25300	19499	17570
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	7	11	17072	18682	*	*	*	7	12	17072	18292	*	*	*
TEXTILES & CLOTHING	80	101	20257	20759	23000	20000	18000	101	133	20319	20814	23000	20000	18000
MERCHANDISING MANAGEMENT	3	18	19500	20617	*	*	*	22	53	18754	19792	21500	19250	15600
HUMANITIES														
FOREIGN LANGUAGES	4	23	21225	24304	*	*	*	12	38	21597	23157	*	*	*
LETTERS (incl English, Li	20	85	20270	22374	26000	20300	14009	65	157	19446	20918	24000	20000	14000
VISUAL & PERFORMING ARTS	6	18	21850	24362	*	*	*	20	68	19405	20461	22000	20000	14000
HUMANITIES - OTHER	35	49	23040	22737	27500	22500	19500	83	104	24109	23659	30000	22500	18000
SOCIAL SCIENCES														
CRIMINAL JUSTICE	5	16	22304	19616	*	*	*	15	31	21307	20111	*	*	*
HISTORY	5	39	25580	23738	*	*	*	17	60	21529	22558	*	*	*
POLITICAL SCIENCE/GOVT	9	71	23510	24529	*	*	*	36	150	23127	23673	31500	22000	17000
PSYCHOLOGY	32	96	20139	21047	27500	19250	16500	74	183	19893	20474	26500	19000	15000
SOCIOLOGY	7	18	20229	19217	*	*	*	21	44	20457	20152	27000	19500	14500
SOCIAL SCIENCES-OTHER	14	90	21179	23040	*	*	*	36	122	20197	22179	26000	19250	14000
ENGINEERING														
AEROSPACE & AERONAUTICAL	40	101	30570	30333	34320	31330	26252	129	278	30791	30465	34000	31460	26252
AGRICULTURAL	10	21	32908	30530	*	*	*	25	53	31713	30090	35000	32500	28100
ARCHITECTURAL	10	26	28920	28053	*	*	*	11	57	28655	29143	*	*	*
BIOENGINEERING & BIOMEDIC	10	17	29138	30216	*	*	*	18	47	29916	30515	*	*	*
CHEMICAL	197	638	35479	34855	37020	35500	33300	604	1873	35263	35084	37200	35400	33000
CIVIL	247	506	27679	28105	31500	27500	24348	524	1146	27393	28040	31865	27300	23795
COMPUTER	51	111	31895	31009	35100	32500	28000	190	331	31547	31212	34400	32050	27000
ELECTRICAL/ELECTRONIC	397	1077	32099	31779	34560	32400	29750	1133	2624	31972	31817	34400	32400	28800

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	3	$30000	$28304	*	*	*	1	5	$30000	$28822	*	*	*
INDUSTRIAL	111	273	30021	30034	$33000	$31000	$26000	441	855	30839	30608	$33600	$31200	$27000
MECHANICAL	369	1048	32131	31944	34860	32400	29000	1171	2795	32173	32166	35000	32400	29376
METALLURGICAL	22	54	32188	32427	34200	32450	30000	80	161	32321	32412	34800	32500	29000
MINING (INCL GEOLOGICAL)	3	14	30333	28747	*	*	*	5	40	31900	29483	*	*	*
NUCLEAR	7	13	29819	29860	*	*	*	23	35	30576	30863	33630	32400	27500
PETROLEUM	2	38	36900	35266	*	*	*	18	138	35033	35448	*	*	*
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	37	124	30403	28580	33000	30160	27600	89	299	30343	28905	33900	30160	26275
INDUSTRIAL TECHNOLOGY	+	37	+	30362				17	63	25441	28543	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	11	35	22128	21000	*	*	*	28	106	22081	21896	29736	21000	16800
ANIMAL SCIENCES	5	20	20746	20877	*	*	*	12	42	17606	19188	*	*	*
PLANT SCIENCES	+	5	+	20431				7	28	21429	21469	*	*	*
NATURAL RESOURCES	2	8	21000	18281	*	*	*	5	16	19140	18572	*	*	*
OTHER AGRICULTURAL SCIENC	4	20	23250	24600	*	*	*	8	49	21250	24066	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	137	419	29937	29794	33500	30000	26000	392	1018	30101	29730	34020	30500	25500
COMPUTER PROGRAMMING	7	26	27898	28304	*	*	*	26	70	28816	28611	31000	29875	25500
INFORMATION SCIENCES & SY	73	154	29345	28628	32500	28800	26220	177	345	28659	28463	32800	28800	24900
SYSTEMS ANALYSIS	4	10	33000	32500	*	*	*	6	14	32743	31603	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	7	35	21096	27941	*	*	*	43	84	25726	26943	30000	26000	20280
HEALTH SCIENCES	3	5	21017	21410	*	*	*	11	28	16641	20513	*	*	*
NURSING	17	96	27473	28599	*	*	*	36	120	26509	28206	34000	25500	20000
PHARMACY	7	19	34083	39614	*	*	*	16	39	32934	36627	*	*	*
SCIENCES														
ACTUARIAL	4	4	29400	29400	*	*	*	44	64	31295	27722	34060	31410	28800
ARCHITECTURAL & ENVIRONME	+	20	+	25283				+	79	+	25186			
BIOLOGICAL	4	27	21375	22059	*	*	*	20	62	22669	21442	31644	21000	15000
CHEMISTRY	14	37	27926	27267	*	*	*	59	107	27939	28226	31000	28500	22000
GEOLOGY & GEOLOGICAL SCI	+	5	+	25760				8	25	19323	23185	*	*	*
MATHEMATICS	25	120	28377	27330	33000	28704	24000	64	254	26908	26686	33300	28100	19655
PHYSICS	3	25	25654	30674	*	*	*	10	42	25087	29530	*	*	*
OTHER PHYSICAL & EARTH SC	1	6	14000	20900	*	*	*	2	9	15153	21078	*	*	*
POLYMER SCIENCE	5	6	33281	32234	*	*	*	5	6	33281	32234	*	*	*
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	4370	10827						11075	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	686	1213	$28017	$27337	$31000	$28000	$25000	1635	3335	$27436	$26936	$30000	$27996	$24500
ACCOUNTING (PRIVATE)	196	545	26364	25511	29500	27000	22500	554	1121	25697	25266	29500	26496	20000
COMMERCIAL BANKING (CNSMR	28	134	23375	21869	27000	24000	20000	53	225	22417	21435	27000	23500	15000
COMMERCIAL BANKING (LENDG	130	179	24587	24474	28000	25000	20000	180	265	24174	24013	28000	24000	20000
INVESTMT BANKING (CORP FN	19	53	29681	29190	*	*	*	30	80	28574	28795	38000	28250	16500
INVESTMT BANKNG (M & A)	4	8	30500	27126	*	*	*	7	16	28714	26946	*	*	*
INVESTMT BANKG (REAL EST)	1	2	27000	26500	*	*	*	6	14	27200	25299	*	*	*
INVESTMT BANKG (SALES & T	4	16	23325	26362	*	*	*	7	28	22150	23387	*	*	*
FINANCIAL/TREASURY ANALYS	108	307	27114	27084	31500	27000	22000	265	584	26908	26925	31000	27300	21900
PORTFOLIO MGMT/BROKERAGE	12	33	26917	25473	*	*	*	28	72	23900	23689	30000	25000	15000
UNDERWRITING	59	105	23657	23999	28000	23500	19800	81	157	23283	23619	27000	22800	19800
INSURANCE - CLAIMS	20	53	23626	23717	25000	22000	20806	44	116	22625	22829	25140	21600	20000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	7	28625	25357	*	*	*	15	25	22811	21642	*	*	*
MEDIA PLANNING	7	11	22317	20793	*	*	*	13	21	21650	20388	*	*	*
REPORTING	4	8	15625	16750	*	*	*	13	21	16208	16548	*	*	*
PRODUCTION	20	28	28214	26139	35000	29000	20500	39	53	26901	25639	34560	28000	15000
PUBLIC RELATIONS	7	37	20000	19619	*	*	*	26	76	21304	20277	27240	19900	15000
WRITING / EDITING	13	33	20015	19280	*	*	*	37	65	18510	18634	24000	18200	14000
MARKETING														
ADVERTISING	10	29	20640	22229	*	*	*	25	63	20432	20971	25000	20000	15500
BRAND/PRODUCT MANAGEMENT	23	104	24728	24444	31000	26000	18000	59	208	25420	25131	34000	26000	18000
BUYER/MERCHANDISING	221	318	22464	22962	27000	22000	19000	301	457	22424	22963	27000	22000	19000
DISTRIBUTION	31	61	26157	25188	32000	26000	21000	61	118	27604	26057	33000	27000	21000
MARKET RESEARCH	9	29	26389	26578	*	*	*	29	76	25579	25754	34000	26000	17235
PURCHASING	2	21	24500	24059	*	*	*	17	54	23309	23868	*	*	*
SALES	398	767	25226	24957	31000	26000	18000	834	1583	24845	24809	31000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	3	16	21633	21968	*	*	*	15	38	20956	21138	*	*	*
FINANC,TAXA, MONETARY POL	9	34	22020	21948	*	*	*	26	69	22952	22658	26000	23150	19500
ECONOMIC PROGRAMS	2	2	24250	24250	*	*	*	10	16	26179	26362	*	*	*
LAW ENFORCEMENT	6	9	19333	19931	*	*	*	28	33	26792	25790	35000	25000	18600
MILITARY	7	18	25371	24428	*	*	*	31	98	21812	22179	27000	21500	16056
NATIONAL SECURITY	5	6	26679	25566	*	*	*	5	9	26679	26010	*	*	*
URBAN / REGIONAL PLANNING	3	6	23833	24615	*	*	*	6	17	24083	25215	*	*	*
ENGINEERING														
BIOENGINEERING	1	40	27000	34606	*	*	*	9	61	30591	33056	*	*	*
DESIGN / CONSTRUCT	218	661	28864	29472	33600	28800	24348	625	1532	29554	29918	34000	30000	24100
ENVIRONMENTAL/SANITATION	24	93	30058	29614	35220	30300	24000	72	206	29270	29377	33600	29000	24000
MANUFACTURING/INDUSTRIAL	256	575	32075	31741	34500	32400	29000	879	1634	32110	32020	35000	32400	29000
SYSTEMS / PROGRAMMING	23	125	30872	30933	34000	31500	27530	133	372	31120	31087	34000	31500	27600
POWER SYSTEMS	63	151	31782	31525	33000	32200	30396	178	391	31997	31734	33630	32400	30396
SOFTWARE DESIGN & DEVELOP	36	157	32020	31612	34800	32250	28200	115	346	32320	31685	35700	32760	29000
HARDWARE DESIGN & DEVELOP	77	129	33132	32899	34750	33300	31408	177	294	32858	32491	34750	33000	31000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	51	178	$33014	$32452	$36000	$33300	$30200	236	578	$32405	$32316	$36000	$32600	$28000
TESTING	26	98	30656	29773	33600	31980	27500	91	243	30673	30307	33600	31200	27500
PROCESS ENGINEERING	148	455	35147	34825	37200	35400	33000	401	1390	35211	34985	37920	35500	32560
PROJECT ENGINEERING	165	511	31730	31743	35400	32400	26400	298	1130	31944	32200	35400	32450	27000
OTHER ENGINEERING	297	775	31053	31061	35300	32000	26252	906	2117	31406	31347	35300	32000	26312
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	20000	22485	*	*	*	9	31	24430	22633	*	*	*
INDUSTRIAL HYGIENE	+	1	+	16000				+	1	+	16000			
MEDICAL TECHNOLOGY	4	15	29575	24433	*	*	*	7	26	27430	23239	*	*	*
NURSES / PERSONAL CARE	17	93	27091	28376	*	*	*	36	120	26068	27965	34000	25000	20000
OCCUPATIONAL THERAPY	+	1	+	26000				6	19	24508	25981	*	*	*
PHARMACIST	5	16	34900	40860	*	*	*	6	26	34117	38746	*	*	*
PHYSICAL THERAPY	+	21	+	31310				21	42	27419	29364	30800	29000	27000
RESPIRATORY THERAPY	1	2	36000	32975	*	*	*	4	8	22625	25716	*	*	*
OTHER HEALTH RELATED	7	19	22196	21869	*	*	*	28	56	21113	20839	26000	20786	12000
SOCIAL SERVICES														
ADMINISTRATION	5	18	21038	18758	*	*	*	18	37	18499	18412	*	*	*
COUNSELING	8	19	17373	16660	*	*	*	31	56	17049	16881	21000	16000	11960
FUNDRAISING / DEVELOPMENT	+	10	+	14850				2	16	18350	15788	*	*	*
SOCIAL WORK	11	17	17063	16675	*	*	*	31	42	17846	17617	21000	17500	12500
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	158	415	28627	28511	32760	28800	24960	409	943	28766	28557	33000	29000	23795
INFORMATION SYSTEMS	91	217	28573	28097	33000	28500	26000	237	473	28093	28076	32060	27900	25000
SYSTEMS ANALYSIS & DESIGN	62	191	29361	29148	33000	28900	26000	226	488	30362	29625	34000	30550	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	9	28	28511	28007	*	*	*	64	95	30978	30069	34060	31000	28080
AGRICULTURE/NAT'L RESOURC	7	39	20540	19315	*	*	*	37	130	19565	20180	25000	19000	14000
ARCHITECTURE	3	7	25033	20166	*	*	*	3	23	25033	21479	*	*	*
CONSULTING	165	363	28522	28790	32500	28000	26000	378	758	28518	28778	32000	28500	25000
HUMAN RESRCS /INDUS RELS	27	74	26096	23662	29904	25200	20000	51	123	25492	23497	30000	25200	19000
MANAGEMENT TRAINEE	295	901	22664	22461	30000	21000	18000	619	1735	21967	22273	29800	21000	17000
MATH/STATISTICIANS	1	13	31400	26354	*	*	*	4	29	28312	24446	*	*	*
PARALEGAL	+	20	+	21123				5	30	16060	19773	*	*	*
RESEARCHERS NON-TECHNICAL	1	7	25000	20096	*	*	*	6	31	20093	20944	*	*	*
RESEARCHERS - TECHNICAL	13	19	28891	28085	*	*	*	36	53	28063	27806	33000	31000	16500
TEACHING	43	150	17920	19534	21800	18800	13400	201	635	18283	19179	22700	18660	12600
TOTALS	4370	10827						11075	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	8	104	$35375	$29708	*	*	*	41	282	$28985	$29695	$33000	$29000	$24000
MBA--NON-TECH	215	314	36826	36462	$45000	$36000	$28000	332	570	35778	36242	46000	35000	27500
MBA--TECH	37	62	38151	38289	45000	35800	30500	57	125	38711	38281	50000	35984	30000
MS-BUSINESS	21	35	38538	35016	41000	37500	30000	27	55	38103	34706	42500	37500	30000
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	168	177	37228	37474	46000	37730	27000	196	215	37563	37430	48000	38000	26400
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	24	32	33223	32387	38400	33540	28600	29	57	32920	31708	38400	33280	26400
MANAGEMENT INFORMATION SY	17	27	31501	33504	*	*	*	21	46	32071	34003	38400	31200	28500
MARKETING/MKTNG MGT (RESE	67	67	35968	35968	44200	36600	28080	70	79	36512	35903	45000	36900	28080
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	1	4	28642	24561	*	*	*	3	8	26881	25555	*	*	*
JOURNALISM	1	2	26000	24500	*	*	*	1	2	26000	24500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	24000				4	14	30250	26509	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				7	24	20114	22337	*	*	*
PHYSICAL EDUCATION	+	1	+	15996				+	6	+	30765			
READING EDUCATION	+	+	+	+				1	1	22000	22000	*	*	*
SPECIAL EDUCATION	+	1	+	22020				12	27	22083	22300	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	+	1	+	23000				3	4	18000	19250	*	*	*
VISUAL & PERFORMING ARTS	1	5	25980	26797	*	*	*	1	7	25980	24712	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				1	1	20000	20000	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	2	4	20500	25251	*	*	*	26	30	23724	24800	31000	22000	19000
SOCIOLOGY	+	2	+	22000				+	3	+	20500			
SOCIAL SCIENCES - OTHER	+	4	+	26535				2	9	23405	24313	*	*	*

continued

MCPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	9	28	$34439	$35295	*	*	*	25	58	$35088	$35343	$37200	$35100	$32500
AGRICULTURAL	+	1	+	40000				5	6	35740	36450	*	*	*
BIOENGINEERING & BIOMEDIC	2	2	37000	37000	*	*	*	2	4	37000	36500	*	*	*
CHEMICAL	13	81	38001	38738	*	*	*	29	133	37016	38055	39500	37800	34800
CIVIL	41	79	32505	32476	$36000	$31860	$29900	110	192	32115	32260	37000	31495	28000
COMPUTER	+	11	+	33923				5	31	35285	34395	*	*	*
ELECTRICAL/ELECTRONIC	32	115	37017	37991	40200	38000	30000	122	291	36831	37376	40000	37500	32000
INDUSTRIAL	7	14	37657	35507	*	*	*	41	70	36372	35928	39500	36500	32000
MECHANICAL	29	90	37954	36933	39600	38400	36000	106	248	37251	36964	40500	37450	33500
METALLURGICAL	6	8	36733	35838	*	*	*	18	29	36506	36766	*	*	*
MINING & MINERAL	3	4	34460	39345	*	*	*	4	5	33345	37476	*	*	*
NUCLEAR	4	9	43000	38877	*	*	*	7	18	39457	36635	*	*	*
PETROLEUM	+	1	+	35000				2	26	34080	38067	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	3	4	28767	28900	*	*	*	8	11	25938	26823	*	*	*
HEALTH SCIENCES	2	2	27500	27500	*	*	*	3	9	26667	20402	*	*	*
NURSING	+	+	+	+				2	2	34900	34900	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	4	10	25250	24800	*	*	*	4	11	25250	23855	*	*	*
ARCHITECTURAL & ENVIRONME	+	5	+	29300				+	8	+	28037			
BIOLOGICAL	2	2	33090	33090	*	*	*	4	8	26845	30353	*	*	*
CHEMISTRY	4	6	32840	32393	*	*	*	9	21	32066	31907	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	33	81	36232	36425	40500	36000	31200	68	167	36448	36656	41300	36800	31200
SCIENCES														
GEOLOGY & RELATED GEOLOGI	2	19	28500	34508	*	*	*	3	53	27000	33560	*	*	*
MATHEMATICS (INCL ACTUARI	+	14	+	29243				9	32	32654	30345	*	*	*
PHYSICS	+	2	+	33995				2	11	29960	30560	*	*	*
POLYMER	2	7	38400	37703	*	*	*	2	9	38400	37098	*	*	*
TOTALS	760	1438						1424	3022					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	94	120	$43152	$42445	$53000	$42350	$32000	201	316	$46318	$44262	$56000	$46000	$33000
MBA--TECH	24	34	45740	44693	55000	44500	35000	78	96	49707	48339	55400	50700	38000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	90	130	41355	41806	52000	40000	31000	228	389	47881	46565	60000	49500	35000
MBA--TECH	36	43	47417	46995	60000	48500	34000	137	188	53393	51381	65000	52500	40800
OVER 4 YEARS														
MBA--NON-TECH	86	119	45339	45209	60000	44400	33000	174	275	47620	46451	60000	46750	32000
MBA--TECH	44	49	49916	49302	60000	51500	35000	104	122	53367	53407	70000	52000	41000
TOTALS	374	503						922	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	3	6	$55467	$54067	*	*	*	4	8	$56100	53050	*	*	*
ECONOMICS	+	+	+	+				2	3	44952	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	3	6	48000	45917	*	*	*	7	20	52271	43487	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	3	4	30333	29250	*	*	*	3	6	30333	30340	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				4	6	37000	32167	*	*	*
SOCIOLOGY	+	2	+	32502				+	2	+	32502			
SOCIAL SCIENCES	+	+	+	+				4	5	31200	30600	*	*	*
ENGINEERING														
AEROSPACE	+	1	+	36600				+	4	+	45398			
CHEMICAL	9	51	51674	50397	*	*	*	14	132	50589	50570	*	*	*
CIVIL	5	6	44500	43083	*	*	*	5	9	44500	43632	*	*	*
COMPUTER	3	3	41000	41000	*	*	*	4	4	45000	45000	*	*	*
ELECTRICAL/ELECTRONIC	3	8	43333	50275	*	*	*	7	33	48786	52887	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				2	2	51500	51500	*	*	*
MECHANICAL	5	9	49780	51065	*	*	*	10	25	50140	48708	*	*	*
METALLURGICAL	1	2	40000	41000	*	*	*	9	18	49233	47583	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	6	7	37667	38714	*	*	*	7	14	36214	37971	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	38	50	46177	46123	$49992	$46500	$42384	77	105	45507	45393	$49992	$46000	$42000
GEOLOGICAL SCIENCES	+	2	+	37170				+	11	+	37145			
MATHEMATICS	+	2	+	44000				1	6	44000	37833	*	*	*
PHYSICS	+	2	+	41250				5	11	40500	41361	*	*	*
POLYMER	2	3	48500	46333	*	*	*	5	7	48200	46857	*	*	*
TOTALS	81	164						170	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27439 1558 40000/24500			25237 30 38000/20000	27125 4	22147 8	22654 5	27750 6	22600 2
BUSINESS ADMIN (INCL MGMT	29042 40 37000/24000	20000 3		23312 33 32000/20000	25740 5	19213 8	26250 4	26763 28 33350/24000	30000 2
DISTRIBUTION MANAGEMENT	27500 1								
ECONOM & FINANCE (BANKING	27584 38 33000/25500			24142 216 45000/20000	30429 16	24300 6	24470 10	28051 96 38000/26000	21000 1
MANAGEMENT INFO SYSTEMS	29256 7			25583 6		27612 6	26817 12	28289 18	
MARKETING/MARK MGMT (RESR	25375 4	20140 5	24500 1	21745 20 28000/15000	18583 3	23902 16	25060 15	26900 15	14400 1
REAL ESTATE	28125 4								
ADVERTISING		18417 6				24600 5	24000 1		
COMMUNICATIONS		16300 5		26500 3		17915 8	19000 3	24533 6	
JOURNALISM		13000 1		25000 1		16550 6			
TELECOMMUN/BROADCASTING		22000 2		30000 1		17163 8		24000 1	
PHYSICAL EDUCATION					13600 1				15000 1
MERCHANDISING MANAGEMENT		12480 1							
FOREIGN LANGUAGES							19200 1		
LETTERS (incl English, Li		18333 3		22833 3		16000 2	19000 1	24520 5	
VISUAL & PERFORMING ARTS						17000 1			
HUMANITIES - OTHER		30000 1		24500 2		26333 3	45000 2		
CRIMINAL JUSTICE					19100 2				
HISTORY					12480 1	24000 2			
POLITICAL SCIENCE/GOVT					27000 1			29667 6	
PSYCHOLOGY		40000 1		19000 1		18600 1	28000 1	23000 1	
SOCIAL SCIENCES-OTHER				15000 1				28000 3	
AEROSPACE & AERONAUTICAL								30429 7	

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL								28667 6	
BIOENGINEERING & BIOMEDIC								29500 2	
CHEMICAL		28200 1						33950 6	32900 4
CIVIL								28159 98 35000/26004	28288 50 34200/26000
COMPUTER	33000 1			25000 1	30250 2	32500 2	30811 14	30603 18	30000 1
ELECTRICAL/ELECTRONIC			31750 2			31961 45 36000/30000	31756 8	30690 63 36800/27500	30944 27 33480/28000
ENIVRONMENTAL ENGINEERING									30000 1
INDUSTRIAL	33500 3			29750 2		31533 3	33950 4	29806 52 40000/26000	25090 5
MECHANICAL	28000 1					30301 3	30600 2	30992 56 37000/28000	31553 17
METALLURGICAL								29000 2	
MINING (INCL GEOLOGICAL)								29250 2	
NUCLEAR								34000 1	
PETROLEUM									32033 6
ENGINEERING TECHNOLOGY							27600 1	28750 2	26850 2
AGRIBUSINESS				21500 1					
ANIMAL SCIENCES								16000 1	
COMPUTER SCIENCE	31667 3	33000 1		29080 5		30429 28 38000/25000	29073 33 37000/24000	29518 39 37000/27000	34000 1
COMPUTER PROGRAMMING				30000 1	35000 1	29750 1	27550 4	28750 6	
INFORMATION SCIENCES & SY	28788 26 36000/27000			28543 7		27444 5	24233 3	29006 18	20000 1
SYSTEMS ANALYSIS								30500 1	
HEALTH SCIENCES				21996 1				13000 1	
ACTUARIAL								33200 8	
BIOLOGICAL								27000 1	42000 1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 1 - PAGE 3

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
GEOLOGY & GEOLOGICAL SCI								21000 2	
MATHEMATICS				28250 2	35000 1		27325 4	31657 7	
PHYSICS								21956 2	

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24913 29 32000/20000		25000 2	24324 36 28000/20804		23166 19	22000 1		26799 3
BUSINESS ADMIN (INCL MGMT	22023 22 30000/18000	21800 3	19500 6	23935 50 36000/20806	28125 4	20659 122 42000/16000			19740 5
DISTRIBUTION MANAGEMENT						17800 1			
ECONOM & FINANCE (BANKING	25296 74 47500/18000	23000 1	19914 7	23860 88 38400/19000		22437 49 40000/18000			24000 3
HOTEL/RESTAURANT MGMT.		18167 3	20247 54 25500/18200						
HUMAN RSRCS (incl LABOR R		20000 1	19667 3			21775 4			
MANAGEMENT INFO SYSTEMS	24200 1	27500 2	28915 2	27054 45 31000/25800		24807 16		25000 1	
MARKETING/MARK MGMT (RESR	23600 8	21000 2	18917 6	22362 37 28000/19200		22659 228 40000/18000			19043 7
REAL ESTATE			20000 1	26000 2					
ADVERTISING	32500 1		30000 1	27500 1		19500 2			31000 1
COMMUNICATIONS	21833 3		18200 6	20587 16		18421 19			18575 8
JOURNALISM			12000 1	23480 5		21330 10			16782 9
TELECOMMUN/BROADCASTING			23000 1	23278 9		19208 13			
PHYSICAL EDUCATION		15000 1				18000 1		25000 1	
HUMAN ECOLOGY (HOME ECONO				18403 2					20000 1
TEXTILES & CLOTHING						20254 97 27000/18000			
MERCHANDISING MANAGEMENT						18753 19			
FOREIGN LANGUAGES			20000 1		33000 1	19000 2			
LETTERS (incl English, Li	17000 3	16000 2	20000 1	22521 5	21000 1	17600 5	15000 1		16250 2
VISUAL & PERFORMING ARTS					10000 1	16500 1	21000 1		21000 1
HUMANITIES - OTHER	23000 1	17500 1	18267 6	24245 9		20532 26 27000/18000	23000 1		
CRIMINAL JUSTICE			14000 1	24520 1		17386 1		22167 3	
HISTORY		12480 1		25000 3		19800 2			

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD / / 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
POLITICAL SCIENCE/GOVT	22000 1	24000 1		23100 3	14300 1	37500 2			
PSYCHOLOGY	17500 1		17000 1	21067 3		20113 21 26500/18000			
SOCIOLOGY						19583 6			
SOCIAL SCIENCES-OTHER	28000 1			24000 1		20500 3			17000 1
CIVIL				31400 1					
COMPUTER	33500 2			22300 2					
ELECTRICAL/ELECTRONIC	28700 1			30150 3		33600 1			
INDUSTRIAL			36000 1	34000 1		25850 2			
MECHANICAL				29700 1		24000 1			
METALLURGICAL									30800 1
NUCLEAR									15000 1
ENGINEERING TECHNOLOGY				40000 1		14000 1	27500 1		
AGRIBUSINESS		18000 1	21000 1	30000 1		20500 2			
NATURAL RESOURCES						12000 1			
COMPUTER SCIENCE	29050 2			26394 13		24357 7	29000 2		27000 2
COMPUTER PROGRAMMING				27836 1					
INFORMATION SCIENCES & SY		18650 2	26400 1	26471 12		26132 5	28800 1		30000 1
HEALTH SCIENCES			10000 1			13250 1			
PHARMACY						39000 1			
ACTUARIAL				30872 36 34224/28800					
BIOLOGICAL				26000 1		21000 2			
CHEMISTRY				27000 1		20000 1			
GEOLOGY & GEOLOGICAL SCI			18000 1	30000 1					

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO	INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MATHEMATICS	26721	5	19450	2		29236	18		21250	2			

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	26833 3		22935 6	25629 14	21833 3	20862 21 25000/19025	23529 14	19100 2	24429 7
BUSINESS ADMIN (INCL MGMT	37500 2	24000 3	25827 9	25900 5	18190 5	21833 9	21044 4	27980 4	20275 6
DISTRIBUTION MANAGEMENT			23640 10			20028 3			
ECONOM & FINANCE (BANKING	25000 7		28426 11	26850 10	17500 2	21353 22 27500/19493	20544 1		27750 4
HOTEL/RESTAURANT MGMT.					23462 1				
HUMAN RSRCS (incl LABOR R			22000 1	28200 1			21500 2		
MANAGEMENT INFO SYSTEMS	30000 1	26400 6	27980 5	27740 8		20195 1	26500 1		18000 1
MARKETING/MARK MGMT (RESR	25500 1	14500 1	24700 5	25750 8		15738 1	25000 1		24275 8
REAL ESTATE	28286 7								
ADVERTISING									21000 1
COMMUNICATIONS		14018 2	18000 3	17000 2	18080 5	17429 5	18050 2	16000 1	28000 1
JOURNALISM					18000 1	15000 2	18100 1		18500 1
TELECOMMUN/BROADCASTING					12000 1				24000 1
ELEMENTARY EDUCATION					17784 101 38000/12000				
PRE-ELEMENTARY EDUCATION					16910 15			12000 1	21000 1
PHYSICAL EDUCATION					20567 3	15000 1		15000 1	
SPECIAL EDUCATION					20304 33 26500/17570		18000 1		23000 1
HUMAN ECOLOGY (HOME ECONO					18000 1		15558 1		16640 1
FOREIGN LANGUAGES		19000 1			19950 2	20528 2			
LETTERS (incl English, Li		14000 1			18915 11	16553 2	16647 3	16000 1	
VISUAL & PERFORMING ARTS					19844 9			12000 1	
HUMANITIES - OTHER		17000 1	19800 2		20730 3	23300 2		25200 1	
CRIMINAL JUSTICE			15600 1			25000 1	26600 4		12000 1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
HISTORY					19950 2	24009 4			
POLITICAL SCIENCE/GOVT	18000 1		17000 1	20000 1	18722 2	20500 5	20000 2		
PSYCHOLOGY	14000 1			22000 1	16040 5		21760 5	17400 4	15533 3
SOCIOLOGY					16560 2		26718 4		21000 1
SOCIAL SCIENCES-OTHER					19800 1	23750 4	19020 5	19500 1	13635 3
AEROSPACE & AERONAUTICAL		32956 2				25296 9			
AGRICULTURAL						30396 1	24000 1		
BIOENGINEERING & BIOMEDIC								27000 1	
CHEMICAL	37000 1	33487 3		34800 1		23288 4			
CIVIL		27767 3	24643 86 29500/23532	30579 13		25462 28 34000/22800	25947 104 36072/23532		21600 1
COMPUTER		34700 3		31218 4	26933 3	29822 2	23795 2	33000 1	
ELECTRICAL/ELECTRONIC		33020 8	32700 4	31992 94 35500/30600	27707 3	24809 35 30000/20463	23167 3		
INDUSTRIAL		36200 2	26000 3	29865 7		25244 14		31933 3	
MECHANICAL		32020 14	32020 10	31680 64 35000/28674	24341 3	26650 16	26252 1	33600 1	
METALLURGICAL				29700 2		27160 2			
NUCLEAR		32500 2		30992 6		30396 1	27500 1		
ENGINEERING TECHNOLOGY				31861 4					
INDUSTRIAL TECHNOLOGY						21286 7			
AGRIBUSINESS						20105 1			
ANIMAL SCIENCES						16318 2	22880 1		
NATURAL RESOURCES							15850 2		
OTHER AGRICULTURAL SCIENC					12000 1	15000 1	22000 1		
COMPUTER SCIENCE		32917 6	28560 2	29500 22 33500/27300	22167 3	27190 7	26694 3	22333 3	

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER PROGRAMMING				30200 1					
INFORMATION SCIENCES & SY			21000 1	25000 1	23000 1	30000 1			23833 6
ALLIED HEALTH								26460 37 32000/20571	24467 3
HEALTH SCIENCES						15000 2		21600 3	20000 1
NURSING							27300 1	26236 32 40000/20000	29500 2
PHARMACY								33875 4	
BIOLOGICAL		12500 2			19750 4	19400 2	19750 2	30000 2	
CHEMISTRY					17000 2	20700 1	21000 1		
GEOLOGY & GEOLOGICAL SCI					17500 1		17300 2	12480 1	
MATHEMATICS		30000 1	23000 2	26300 2	18529 5	21014 3			
PHYSICS				30360 1	25400 1	21201 1			
OTHER PHYSICAL & EARTH SC				16305 1			14000 1		

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	21333 3			26000 2	27879 9	26376 21 30000/23500	26652 25 30000/25000	21160 8	28484 39 38000/25800
BUSINESS ADMIN (INCL MGMT			16923 2		24315 11	24500 2	26810 21 35000/23000	23000 3	26716 17
DISTRIBUTION MANAGEMENT						25560 1	30250 2		19900 2
ECONOM & FINANCE (BANKING	25400 3		16000 1	25000 5	25753 11	20167 3	26979 19	26582 2	28316 26 34000/25000
HUMAN RSRCS (incl LABOR R							18500 2		
MANAGEMENT INFO SYSTEMS					25406 6	29263 10	33225 4		30626 15
MARKETING/MARK MGMT (RESR					24000 2	23200 5	25745 20 34000/21000	24425 12	26392 46 37000/24000
ADVERTISING	18000 1						18000 2		
COMMUNICATIONS	19800 1	19100 3		20000 1	16000 1		26600 5	20000 1	27330 5
JOURNALISM				15000 2			24000 1		25850 2
TELECOMMUN/BROADCASTING	18750 2								25125 2
ELEMENTARY EDUCATION	15600 1		16050 2						18000 1
PRE-ELEMENTARY EDUCATION			9048 1						
PHYSICAL EDUCATION			17000 1						27200 1
HUMAN ECOLOGY (HOME ECONO			12500 1						
FOREIGN LANGUAGES						24500 1			
LETTERS (incl English, Li			15016 5		23916 1				
VISUAL & PERFORMING ARTS		17000 1							
HUMANITIES - OTHER	42750 2		27000 1				45000 3		25000 1
HISTORY	22000 1		20500 1						
POLITICAL SCIENCE/GOVT			19587 1	12000 1			27000 1		32644 1
PSYCHOLOGY			17183 13				30000 1	25000 1	
SOCIOLOGY	12700 1		14478 4						

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 708 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
SOCIAL SCIENCES-OTHER	18800 1		14417 6						
AEROSPACE & AERONAUTICAL					31487 89 37960/28500	32000 1	29000 2		
AGRICULTURAL					30680 1	28500 2	32914 11	21600 1	
ARCHITECTURAL								27700 4	
CHEMICAL					32770 2	34133 5	33433 15	34812 21 37700/33300	34905 261 40200/33000
CIVIL		28000 1			29760 4	31200 1	30217 6	27362 37 36000/24000	30360 5
COMPUTER				23500 1	31549 17		35000 2	28800 2	31525 6
ELECTRICAL/ELECTRONIC					31764 137 37750/30000	31180 6	32290 97 36000/30600	32580 4	32856 32 36240/29400
INDUSTRIAL					29655 21 33600/28500	31667 9	32080 65 37200/30000	30178 6	31756 39 38700/30000
MECHANICAL				32000 1	31033 84 36400/29000	31264 72 38400/27600	32294 215 37000/30000	31797 19	33694 76 39000/31800
METALLURGICAL					36500 2	35400 1	33162 15	29380 1	32800 1
NUCLEAR					30132 1				
PETROLEUM									33333 3
ENGINEERING TECHNOLOGY					28290 14		31496 18	29709 8	31186 9
INDUSTRIAL TECHNOLOGY					25500 3				
AGRIBUSINESS	20000 1					20639 14	29736 1		29000 1
ANIMAL SCIENCES						18250 7			
PLANT SCIENCES						20833 6			
NATURAL RESOURCES						22000 1		30000 1	
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE	20000 1			25267 1	31410 32 37232/28860	27000 1	29805 19		31902 28 42000/30000
COMPUTER PROGRAMMING		23500 1							30000 1
INFORMATION SCIENCES & SY						33067 3	29700 5		31417 20 33000/30000

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 4 90th: 22080 / 10th: 18330 PART 4 - PAGE 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
SYSTEMS ANALYSIS							33600 2		
ALLIED HEALTH			15680 1						
HEALTH SCIENCES				10000 1					
NURSING					28500 1				
PHARMACY									32040 11
BIOLOGICAL	11440 1								31322 2
CHEMISTRY								20100 1	28671 42 45000/23200
MATHEMATICS					33000 1		30420 1	14560 1	
PHYSICS							31000 1		
POLYMER SCIENCE									33642 2

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	29121 17	27205 34 49000/24000	26250 34 30000/20004	29667 3	25267 9		28333 3	26657 7	27851 92 35000/26200
BUSINESS ADMIN (INCL MGMT	26335 20 35400/22000	26627 11	24670 22 30000/21000	22458 4	25398 9		26701 4	25009 8	28533 3
DISTRIBUTION MANAGEMENT		26600 3	31545 11	28200 1	25750 2			28200 1	26750 4
ECONOM & FINANCE (BANKING	27303 16	26462 29 31500/23000	27301 27 38000/24000	28250 4	22267 6		27475 4	28492 12	28188 8
HUMAN RSRCS (incl LABOR R	24000 1	25200 2			24500 1	27000 1	20000 1	28200 1	28933 3
MANAGEMENT INFO SYSTEMS	30580 7	29779 5	29850 4		28500 2			28200 3	32100 2
MARKETING/MARK MGMT (RESR	25183 42 33000/20000	25215 38 30400/21750	25751 45 33000/23400	24078 19	24601 13		26175 12	22137 19	26331 11
ADVERTISING	21250 4	20000 1	25500 1					15000 1	
COMMUNICATIONS	27262 2	26125 4	27333 6	25250 2	25000 1			27240 1	
JOURNALISM	25000 1	20000 1	25088 8						
TELECOMMUN/BROADCASTING		34236 1	25500 4						
PHYSICAL EDUCATION	22000 1								
SPECIAL EDUCATION		27500 1							
TEXTILES & CLOTHING			26000 1						
FOREIGN LANGUAGES			24504 1						
LETTERS (incl English, Li	31500 1		28000 1						
VISUAL & PERFORMING ARTS	20000 1			20000 1					
HUMANITIES - OTHER	26250 4		25100 4		19000 1		28000 1	17700 2	
POLITICAL SCIENCE/GOVT			19550 2	26500 1					
PSYCHOLOGY	21000 2	22650 2						21000 1	
SOCIOLOGY			31000 1						
SOCIAL SCIENCES-OTHER			26000 2		24000 1				
AEROSPACE & AERONAUTICAL	31600 1	32525 4	26000 1						34000 1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
AGRICULTURAL			34183 6						30000 1
ARCHITECTURAL									32400 1
BIOENGINEERING & BIOMEDIC		32470 1							
CHEMICAL	34033 3	35063 8	34774 30 37020/33000	35850 2	33760 5	33000 1	35733 3	35484 25 37800/34500	36688 163 42900/35000
CIVIL	39000 1		33000 1		30100 9			33000 1	32957 28 37800/31200
COMPUTER	32497 37 37500/29000	32519 45 38000/30000			31400 3			31122 9	33433 3
ELECTRICAL/ELECTRONIC	32066 74 38272/28500	32695 308 40000/30500	32340 10	34200 2	32879 48 34900/31500			33908 17	34447 38 40800/32400
INDUSTRIAL	31253 9	31336 66 37800/28800	31143 17	31680 5	31976 21 35000/31500			33708 10	33713 8
MECHANICAL	31843 17	32361 140 38040/30300	33226 40 39000/31500	32243 7	32102 73 35100/30180	32750 2	33000 3	34005 32 37000/32000	35371 75 38400/33500
METALLURGICAL		32022 9			32673 32 36000/31500				28500 1
MINING (INCL GEOLOGICAL)									33667 3
NUCLEAR		33493 6							
PETROLEUM									37600 9
ENGINEERING TECHNOLOGY		31158 16			30570 6				32000 2
INDUSTRIAL TECHNOLOGY		27500 3		30000 1					34500 1
AGRIBUSINESS			24000 1				23000 1		
OTHER AGRICULTURAL SCIENC			22750 4						
COMPUTER SCIENCE	31697 51 36000/28730	32191 36 35700/30720	31600 2	29500 1	24900 3				31693 15
COMPUTER PROGRAMMING	16500 1							28000 1	31050 4
INFORMATION SCIENCES & SY	29186 17	28233 6	26400 2				30000 1	28773 4	30593 20 33000/29500
SYSTEMS ANALYSIS		32400 2							
CHEMISTRY					31950 2		31000 1	30000 2	30320 3
MATHEMATICS	28562 5				28360 1		25000 1		

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
PHYSICS	27300 2								
POLYMER SCIENCE		33900 1			33120 1				

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	25750	2	27200	2	28917	6	25480	5	28000	1	26519	14	25029 32500/20500	21
BUSINESS ADMIN (INCL MGMT					27350	2	30000	1	26000	1	26507	3	20048 30000/14400	23
DISTRIBUTION MANAGEMENT									24000	1				
ECONOM & FINANCE (BANKING	27008	5	28800	1	26667	6	29400	1	22959	4	26886	7	23556	9
HOTEL/RESTAURANT MGMT.													20867	3
MANAGEMENT INFO SYSTEMS					27145	5					25942	2		
MARKETING/MARK MGMT (RESR	21260	10			26303	10	26860	5	24805	11	24167	6	24309 35000/18000	32
ADVERTISING	21000	1											27333	3
COMMUNICATIONS	20433	3							16500	1	26500	1	23155	11
JOURNALISM	24000	1											14250	2
TELECOMMUN/BROADCASTING	23000	2											19833	3
ELEMENTARY EDUCATION													19040	1
PRE-ELEMENTARY EDUCATION													14200	2
PHYSICAL EDUCATION									12000	1				
TEXTILES & CLOTHING	18000	1							21800	2				
MERCHANDISING MANAGEMENT									21900	2				
LETTERS (incl English, Li	24000	1					24000	1					22400	3
VISUAL & PERFORMING ARTS	20000	1											35000	1
HUMANITIES - OTHER							27400	1	27500	1			22100	1
POLITICAL SCIENCE/GOVT													15600	2
PSYCHOLOGY									27500	2	22500	1	18000	1
SOCIOLOGY	14500	1	35000	1										
SOCIAL SCIENCES-OTHER											16000	1	30000	1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
AEROSPACE & AERONAUTICAL							29281 12
AGRICULTURAL		32000 1					
BIOENGINEERING & BIOMEDIC			33500 2			31803 3	28624 9
CHEMICAL	32000 1	35347 17	33150 2	36000 1	34750 3	35838 8	36404 8
CIVIL						27954 5	28127 41 34400/25000
COMPUTER		30600 2	33000 2			33000 1	29750 2
ELECTRICAL/ELECTRONIC		32673 6	31916 10	32200 2	30000 1	31485 11	30811 33 39420/27300
INDUSTRIAL			31175 4	31300 2		30194 31 33300/27000	28948 26 33600/26000
MECHANICAL	27000 1	32795 22 34300/32500	32515 10	30763 3	28856 3	32511 34 35400/30540	30433 52 35100/28000
METALLURGICAL		35200 1		31183 6		33700 2	31600 2
NUCLEAR		31200 1		30600 1		32500 1	20000 1
ENGINEERING TECHNOLOGY		35000 1	27500 1			31500 1	31500 1
INDUSTRIAL TECHNOLOGY			30000 1			30000 1	
AGRIBUSINESS						22000 1	30000 1
ANIMAL SCIENCES							12000 1
PLANT SCIENCES							25000 1
COMPUTER SCIENCE	24500 2	30400 3	34116 1			30000 2	29053 12
COMPUTER PROGRAMMING						30507 3	
INFORMATION SCIENCES & SY	29000 1			29850 2		32800 3	21000 1
SYSTEMS ANALYSIS		33960 1					
ALLIED HEALTH							19050 2
CHEMISTRY						27350 1	28200 1
PHYSICS			18000 1				26400 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
POLYMER SCIENCE				32100 1			

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27486 1650 40000/24500	19542 28 40000/13500	24500 1	24024 317 45000/20000	26397 33 50000/18000	21529 80 46000/14500	25416 55 52000/19000	27569 185 38000/25000	22229 7
BACHELOR - TECHNICAL	29559 34 36000/27000	30600 2	31750 2	27985 20 38000/23000	32625 4	31123 87 38000/27000	29611 73 37000/25000	29652 401 45600/26004	29700 116 42000/26252

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24354 145 47500/17500	20049 18	20049 100 30000/16200	23976 316 38400/19200	23850 8	21418 669 50000/17000	20250 4	23300 5	19647 41 31000/14000
BACHELOR - TECHNICAL	28740 10	18840 5	22280 5	29133 93 40000/26500		23489 27 39000/18000	28575 4		25960 5

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	26783 23 45000/20000	21529 15	24643 54 42000/17000	25778 50 38500/20000	18433 208 38000/12600	20845 85 28000/16056	22029 51 36000/18000	19731 17	21671 41 33200/16500
BACHELOR - TECHNICAL	37000 1	31655 46 38400/28000	25671 108 33900/23000	31288 223 36519/28200	21740 27 35000/16000	24767 140 36000/20100	25289 126 36072/22500	26679 88 40000/20000	24385 13

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	23131 16	18575 4	16165 39 30000/11200	21727 11	25408 41 41000/22000	26095 43 32850/22500	27096 106 50000/21000	23316 27 29500/18000	27569 158 38000/24000
BACHELOR - TECHNICAL	17147 3	25750 2	15680 1	22692 4	31241 409 40000/28500	28994 130 38400/20000	32149 475 50000/29000	30007 106 37700/24600	33363 539 45000/29808

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26381 119 37000/20000	26319 132 49000/22680	26384 174 38000/23000	24986 35 33000/22300	24675 45 36000/22000	27000 1	26552 25 40000/23000	24800 56 33000/18000	27813 123 35000/25200
BACHELOR - TECHNICAL	31638 218 39000/28000	32369 651 40000/30000	32633 114 39000/29000	32428 18	32137 204 37000/30000	32833 3	31520 10	33713 101 37800/30600	35106 376 42900/31500

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	22426 28 28600/18000	29550 4	27136 29 32200/21000	26607 14	23744 27 35000/21000	25739 35 29500/23500	22814 119 35000/15500
BACHELOR - TECHNICAL	27400 5	33422 55 36000/30600	31704 34 36000/29000	31377 18	31545 7	31512 108 38000/28000	29512 207 50000/25000

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27437 1574 40000/24500	25818 452 41000/20500	23750 2	26350 10	31500 2	32000 1			27275 44 49000/23000
BUSINESS ADMIN (INCL MGMT	27872 23 36500/21500	21875 18	23545 11	21414 14	27070 6		25000 1	18000 2	25800 24 30000/22000
ECONOM & FINANCE (BANKING	27542 29 31000/25500	25929 72 42000/22000	22415 34 28000/19000	24390 140 45000/20000	29435 17	27250 4	27000 1	26000 3	27169 168 42000/22000
MANAGEMENT INFO SYSTEMS	26998 2	26250 2							28600 3
MARKETING/MARK MGMT (RESR	24500 2	27500 4	21500 2	21990 10	12800 1			13750 1	23200 5
REAL ESTATE				28500 2			30000 2		28667 3
COMMUNICATIONS				27000 1					20300 5
JOURNALISM									25000 1
ELEMENTARY EDUCATION									25000 1
PHYSICAL EDUCATION					13600 1				
LETTERS (incl English, Li	24529 4	22000 1	21500 1	26000 1					17000 1
HUMANITIES - OTHER		24000 1							
CRIMINAL JUSTICE							19200 1		
HISTORY			12480 1						22000 1
POLITICAL SCIENCE/GOVT		22000 1							29250 2
SOCIAL SCIENCES-OTHER			15000 1						
CIVIL								27300 1	
ELECTRICAL/ELECTRONIC						31500 1	32000 1		32700 1
INDUSTRIAL	30600 1	30600 1	27500 1		32000 1				
MECHANICAL									30500 1
AGRIBUSINESS				21500 1					
COMPUTER SCIENCE						28500 1			
COMPUTER PROGRAMMING									32500 2

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
INFORMATION SCIENCES & SY		30000 1			38000 1				28500 1
HEALTH SCIENCES				21996 1					
MATHEMATICS		14560 1			35000 1				26750 2

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		28000 1	20804 1						
BUSINESS ADMIN (INCL MGMT	24063 8	22904 16	22672 14				24207 3	15000 1	18200 1
ECONOM & FINANCE (BANKING	23950 16	23360 37 38400/18000	24080 13				29700 2		
MARKETING/MARK MGMT (RESR	21500 2	22267 9	19403 2		23000 2			23000 1	15900 3
REAL ESTATE			22000 1						
ADVERTISING					17333 3			21000 2	15000 1
COMMUNICATIONS		27000 1	20150 4	17000 2	18500 2	16930 4	22306 4	20218 8	17100 5
JOURNALISM						14532 5	14400 1	15000 2	18837 13
TELECOMMUN/BROADCASTING		24375 8			20309 4	12750 2	21100 5	18750 2	
HUMAN ECOLOGY (HOME ECONO			20806 1						20000 1
MERCHANDISING MANAGEMENT				12480 1					
LETTERS (incl English, Li		22800 1	21269 3			13000 1		15667 3	18763 8
VISUAL & PERFORMING ARTS				20583 6					
HUMANITIES - OTHER		23680 5	22903 2	30000 1			10000 1	40000 2	25500 1
CRIMINAL JUSTICE		24520 1							
HISTORY		21000 1	24000 1				26000 1		21000 1
POLITICAL SCIENCE/GOVT	33000 1		22000 1				19500 1	24000 1	
PSYCHOLOGY	17500 1	18000 1						13360 1	
SOCIOLOGY				14500 1					
SOCIAL SCIENCES-OTHER								19800 1	17000 1
AGRICULTURAL							35000 1		
CHEMICAL				34680 1			36000 1		
COMPUTER							33300 1		

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ELECTRICAL/ELECTRONIC				32700 1	32610 2		31376 6	31500 1	
INDUSTRIAL							33092 5		
MECHANICAL				27300 1			32326 4		
NUCLEAR							15000 1		
AGRIBUSINESS								29000 1	
ANIMAL SCIENCES									16000 1
COMPUTER SCIENCE						31824 1	26275 1		24000 1
MATHEMATICS			26400 1	33000 1					
PHYSICS							23912 1		

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							24333 3	16000 1	22053 12
BUSINESS ADMIN (INCL MGMT	15750 2	22824 10	23957 42 35500/19200	28350 12	22625 4	21569 5	22835 78 38500/17400	22767 3	23399 4
DISTRIBUTION MANAGEMENT				27366 25 34500/20484		26400 2	20000 1		
ECONOM & FINANCE (BANKING	24200 1	27475 4	23694 18	26400 1	26000 1		24640 67 36400/18500	22000 1	23289 7
HUMAN RSRCS (incl LABOR R									24000 1
MANAGEMENT INFO SYSTEMS		31992 1					22999 3		
MARKETING/MARK MGMT (RESR	21870 10	25030 25 40000/18000	23263 118 40000/19000	25890 17	25321 14	26200 3	24404 411 37000/20000	25000 1	
REAL ESTATE							25000 1		
ADVERTISING	21750 2						23275 20 32500/16500		
COMMUNICATIONS	12150 2	22750 2	21400 2	25153 2	22745 3		23335 38 31644/18000	15800 3	
JOURNALISM	17333 3	10000 1	22060 5			18500 1	24512 17	18100 1	
TELECOMMUN/BROADCASTING	23000 2		21794 8		15500 1	15000 1	22417 12		
PHYSICAL EDUCATION		12000 1					24600 2		
HUMAN ECOLOGY (HOME ECONO							16000 1		
TEXTILES & CLOTHING		18500 1	20507 77 27000/18000				22000 2		
MERCHANDISING MANAGEMENT		21250 2					21500 2		
FOREIGN LANGUAGES			24500 1				24504 1		
LETTERS (incl English, Li	16000 1	24000 1	19000 1				20214 7	16720 2	
VISUAL & PERFORMING ARTS							20000 1		
HUMANITIES - OTHER			21138 13	46000 1			25367 21 50000/19600		
CRIMINAL JUSTICE			14000 1				19000 1		
HISTORY		15600 1					26000 2		
POLITICAL SCIENCE/GOVT			50000 1			14100 1	22778 7	27000 1	24000 1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
PSYCHOLOGY	24000 1		19643 7				24200 12		
SOCIOLOGY			18833 3				21000 2		
SOCIAL SCIENCES-OTHER							24833 6		
AGRICULTURAL		32500 1							
CHEMICAL		35233 3		34500 1			41750 2		
CIVIL							29000 2		
ELECTRICAL/ELECTRONIC		32000 1		31560 1	33000 2		32008 28 36000/30000	24700 1	
INDUSTRIAL		38400 1		30600 1			30964 20 32520/29700		
MECHANICAL		31067 3			30056 1		30907 31 38400/29000	32400 1	27500 1
METALLURGICAL	30600 1								
ENGINEERING TECHNOLOGY							21133 3		
AGRIBUSINESS			20500 2		30000 1		23956 6		
ANIMAL SCIENCES							18750 1		
PLANT SCIENCES							20500 2		
COMPUTER SCIENCE		34000 1							
INFORMATION SCIENCES & SY			28500 1						
HEALTH SCIENCES							13250 1		
BIOLOGICAL			19500 1				29548 3		
CHEMISTRY						27354 4	27699 15		
GEOLOGY & GEOLOGICAL SCI							30000 1		
MATHEMATICS					30500 2		22000 1		

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers.

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING		22000 1	21500 1						
BUSINESS ADMIN (INCL MGMT		31667 3	21359 2				24000 1		23000 1
DISTRIBUTION MANAGEMENT			19800 2						
ECONOM & FINANCE (BANKING	23599 6	12000 1	20898 3		31500 1		32340 1		
MANAGEMENT INFO SYSTEMS			20195 1						
MARKETING/MARK MGMT (RESR									27900 3
COMMUNICATIONS			15600 1	23000 1					37200 1
PHYSICAL EDUCATION		25000 1	15000 1						
SPECIAL EDUCATION							27500 1		
TEXTILES & CLOTHING									21600 1
FOREIGN LANGUAGES			16056 1	25000 1					
LETTERS (incl English, Li			16800 1						
HUMANITIES - OTHER		24000 1	18600 1						
CRIMINAL JUSTICE		23817 6							
HISTORY			25012 3						
POLITICAL SCIENCE/GOVT	20000 1	22000 1	21000 1						
PSYCHOLOGY		20200 3							
SOCIAL SCIENCES-OTHER			23750 4						
AEROSPACE & AERONAUTICAL			24000 1				30396 28 37960/26600		31169 14
AGRICULTURAL							31000 2	24000 1	28835 4
ARCHITECTURAL							29113 8		
BIOENGINEERING & BIOMEDIC						30000 3			
CHEMICAL		36000 2				33155 4	34639 21 40200/33000	34184 4	34556 39 37000/33000

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CIVIL			15000 1		26700 2	26350 2	26994 267 36000/23532	28082 39 36519/23795	28970 7
COMPUTER							30112 3	29600 3	30000 2
ELECTRICAL/ELECTRONIC	33300 2	32090 6	32400 1				31689 89 36000/28536	30389 9	32643 184 38400/30600
ENIVRONMENTAL ENGINEERING								30000 1	
INDUSTRIAL		31800 1		26252 2			28464 14	29288 2	31182 197 37200/28200
MECHANICAL	33600 1	32344 1	25387 3	32890 1			31624 168 38400/28674	32340 10	32675 329 39000/30004
METALLURGICAL					26000 1		32067 6		32718 40 40000/30300
MINING (INCL GEOLOGICAL)									36000 1
NUCLEAR							31448 2		
ENGINEERING TECHNOLOGY							30365 11		31344 32 50000/28000
INDUSTRIAL TECHNOLOGY							32250 2		24269 13
OTHER AGRICULTURAL SCIENC									27000 2
COMPUTER SCIENCE							30500 1	28300 1	31100 3
INFORMATION SCIENCES & SY			30000 1						
SYSTEMS ANALYSIS									33600 2
NURSING									28500 1
BIOLOGICAL			19400 2						
CHEMISTRY								24450 2	30500 2
GEOLOGY & GEOLOGICAL SCI		18000 1			19600 1				
MATHEMATICS									30420 1
OTHER PHYSICAL & EARTH SC					14000 1				

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									25200 1
BUSINESS ADMIN (INCL MGMT	28200 3						20000 1	35400 1	
ECONOM & FINANCE (BANKING	31500 1		27000 1				23000 1	33000 1	21500 2
MANAGEMENT INFO SYSTEMS	30000 1								
MARKETING/MARK MGMT (RESR			26000 1						
TEXTILES & CLOTHING									22000 1
VISUAL & PERFORMING ARTS									19500 2
HUMANITIES - OTHER						28000 1			
AEROSPACE & AERONAUTICAL	32556 2		28730 2	31350 2	31875 10	31387 11		32015 4	31090 42 37200/27000
AGRICULTURAL					34968 5			32820 2	32754 7
ARCHITECTURAL								28150 2	26000 1
BIOENGINEERING & BIOMEDIC	34500 2			32470 1					28820 11
CHEMICAL	36000 1	34200 2	35838 8	30800 2	35063 53 39600/33300	34328 5	35632 352 45600/33300	35216 30 37000/33900	34621 59 39600/31500
CIVIL		29000 1			27803 6	24110 6	24800 1	27988 36 33048/24752	28136 106 37800/24350
COMPUTER	30615 17	33280 1	32603 39 37000/30000	33381 22 37500/31800	31932 8	31253 3			31409 24 38000/28900
ELECTRICAL/ELECTRONIC	31038 49 36000/28500	31989 120 36000/30500	31785 28 36400/28500	32965 116 38272/31000	31277 60 36500/27720	31633 32 35000/29640	33542 13	31979 55 40000/27500	31741 253 40800/27700
INDUSTRIAL	31667 14	30067 3	34600 3	30733 3	32208 10		29250 4	30462 11	30445 87 40000/26400
MECHANICAL	31444 12	32287 39 38400/30680	31633 3	32420 23 35760/31460	32645 52 37000/30000	31256 20 34340/29460	33249 18	32358 141 37200/30000	32333 237 37200/29500
METALLURGICAL		27000 1		33000 2	32680 6		30475 4	34067 3	32563 13
MINING (INCL GEOLOGICAL)					32500 1			32500 1	29250 2
NUCLEAR		33013 4		35000 1	30775 4	24000 1	32400 1		32349 8
PETROLEUM						28300 2	33333 3	36900 2	36382 11
ENGINEERING TECHNOLOGY	32500 1	31444 5		31500 1		30288 8		29513 6	30824 9

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
INDUSTRIAL TECHNOLOGY	22500 1	30000 1							
COMPUTER SCIENCE	31369 25 37000/27025		32435 24 35700/29900	33467 3	30000 1			32500 2	30317 25 36000/27000
COMPUTER PROGRAMMING			30204 5		31000 1				
INFORMATION SCIENCES & SY			30000 1	30000 1					30000 1
SYSTEMS ANALYSIS	33960 1	30500 1							
BIOLOGICAL							42000 1		
CHEMISTRY					30243 16	23850 2	30600 2	29900 1	
GEOLOGY & GEOLOGICAL SCI					15000 1				
MATHEMATICS	28800 2								
PHYSICS	30000 1				30360 1				21201 1
POLYMER SCIENCE					35280 1				32668 3

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	23843 4					30200 1			18000 1
ECONOM & FINANCE (BANKING	20000 1								
PHYSICAL EDUCATION							15000 2		
SPECIAL EDUCATION									23000 1
LETTERS (incl English, Li									16000 1
VISUAL & PERFORMING ARTS	12000 1								
HUMANITIES - OTHER			25200 1						
PSYCHOLOGY				15600 1					14300 2
CHEMICAL					20150 1				
ELECTRICAL/ELECTRONIC			33000 1						
INDUSTRIAL									36000 1
MECHANICAL			33000 1						
NUCLEAR									20000 1
COMPUTER SCIENCE	27500 1							22625 4	27500 2
ALLIED HEALTH			24336 3		25380 5		29489 18		22397 14
HEALTH SCIENCES			27800 1	22000 1			15000 1		15000 4
NURSING	25000 1			26495 34 40000/20000					
PHARMACY						34900 5			
BIOLOGICAL	40000 1								
CHEMISTRY									21000 1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					27998 5	16000 1			
BUSINESS ADMIN (INCL MGMT	16305 1				27148 13	28871 7	25900 5	32000 1	
DISTRIBUTION MANAGEMENT					26000 1				
ECONOM & FINANCE (BANKING	22600 1				26253 19	26362 18	26825 8	30600 1	
MANAGEMENT INFO SYSTEMS					27667 32 33600/25200	27386 111 33300/25500	28598 29 32850/26400		
MARKETING/MARK MGMT (RESR	15738 1				26000 1	27333 9			
COMMUNICATIONS	15738 1								
JOURNALISM									13000 1
ELEMENTARY EDUCATION		19040 1							
PRE-ELEMENTARY EDUCATION				15024 2					
PHYSICAL EDUCATION									15000 1
HUMAN ECOLOGY (HOME ECONO				14899 3					
TEXTILES & CLOTHING					20000 1				
LETTERS (incl English, Li	15845 5	15980 2	18200 1						
HUMANITIES - OTHER	24445 2				37750 4		38000 1		
CRIMINAL JUSTICE		30000 1		12000 1					
HISTORY				20500 1					
POLITICAL SCIENCE/GOVT	18000 1	19587 1	18500 1		28000 1	26000 1			
PSYCHOLOGY	30000 1	16599 14		18463 8		24200 1			
SOCIOLOGY	12700 1	16680 4		21741 7					
SOCIAL SCIENCES-OTHER	20900 2	13976 4		16233 9					
AEROSPACE & AERONAUTICAL							28846 7		
AGRICULTURAL									29736 1

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
CHEMICAL							35350 8		
CIVIL							28033 6		
COMPUTER					30808 46 36000/26000	33925 5	28517 6		
ELECTRICAL/ELECTRONIC					31173 3	29753 6	31786 13		
INDUSTRIAL						32571 7	32029 7		30000 1
MECHANICAL					32420 2	30000 1	31380 26 35000/27600		
ENGINEERING TECHNOLOGY					30500 2	30925 5	29200 3		
AGRIBUSINESS									20327 9
ANIMAL SCIENCES									17652 10
PLANT SCIENCES									21750 4
NATURAL RESOURCES									17900 3
OTHER AGRICULTURAL SCIENC									18800 5
COMPUTER SCIENCE		36000 1			29115 141 38000/24000	29401 39 33600/27000	31355 85 50000/28000		
COMPUTER PROGRAMMING					27240 10	28817 3			
INFORMATION SCIENCES & SY					28702 115 36036/24000	26966 18	29069 13		
SYSTEMS ANALYSIS							32400 2		
ALLIED HEALTH	15680 1					31860 1			
HEALTH SCIENCES		13000 1							
ACTUARIAL								31209 43 38000/28800	
BIOLOGICAL		11440 1			20000 1				23000 1
GEOLOGY & GEOLOGICAL SCI		12480 1							
MATHEMATICS					25144 10	29552 4	25380 7	30421 19	19000 1
PHYSICS					25500 2				

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 3

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
OTHER PHYSICAL & EARTH SC	16305 1								

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28575 12		26317 6					
BUSINESS ADMIN (INCL MGMT		28314 38 37000/25000	25789 19	21634 139 42000/16000	28500 1				17890 5
DISTRIBUTION MANAGEMENT		27500 1		25755 11					
ECONOM & FINANCE (BANKING		28004 73 38000/26000	24000 1	22816 90 40000/17500			25000 1		17500 2
HOTEL/RESTAURANT MGMT.			21000 1	20215 60 25500/18000					
HUMAN RSRCS (incl LABOR R			24800 13	21080 10					
MANAGEMENT INFO SYSTEMS		28640 15	45000 1	28925 3					
MARKETING/MARK MGMT (RESR		25850 10	28350 2	21527 81 40000/18000					
REAL ESTATE		28125 4		20000 1					
ADVERTISING		32500 1		22625 4					
COMMUNICATIONS		23640 5	16500 1	19791 47 32000/15000					19700 2
JOURNALISM				18800 5					
TELECOMMUN/BROADCASTING		24000 1	16600 1	19450 4					
ELEMENTARY EDUCATION			18000 1	18000 1					17656 102 38000/12000
PRE-ELEMENTARY EDUCATION									16336 18
PHYSICAL EDUCATION				18000 1					19675 4
SPECIAL EDUCATION									20236 34 26500/17570
HUMAN ECOLOGY (HOME ECONO									18000 1
TEXTILES & CLOTHING				19281 18					
MERCHANDISING MANAGEMENT				18506 17					
FOREIGN LANGUAGES				19300 4			26000 2		19950 2
LETTERS (incl English, Li		27250 2		19563 8		21000 1			19320 8
VISUAL & PERFORMING ARTS			21000 1	18500 2		10000 1			20933 6

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HUMANITIES - OTHER			29000 2	19201 19			17000 1		20150 2
CRIMINAL JUSTICE				19329 3					
HISTORY				18240 2					19950 2
POLITICAL SCIENCE/GOVT		29167 3		18400 3		16150 2	12000 1		18944 1
PSYCHOLOGY		23000 1	25200 5	20002 12			14560 1		14320 2
SOCIOLOGY				28333 3					
SOCIAL SCIENCES-OTHER		28000 3	28000 1	19500 3		17000 1			
AEROSPACE & AERONAUTICAL		30750 4						26252 2	
AGRICULTURAL				24500 1					
BIOENGINEERING & BIOMEDIC		30000 1							
CHEMICAL		27000 2		36000 1				35418 2	
CIVIL	25033 3	27424 37 33000/26000		28800 1					
COMPUTER		30100 10							
ELECTRICAL/ELECTRONIC		30583 35 35000/27500		32658 12					
INDUSTRIAL		29171 34 36500/26000		31590 8				26234 1	
MECHANICAL		29463 24 36500/26500		31878 13				32153 3	
METALLURGICAL		29000 2		33420 1					
ENGINEERING TECHNOLOGY		22500 1		28200 2					
AGRIBUSINESS				21263 8					
PLANT SCIENCES		22000 1							
NATURAL RESOURCES				21000 2					
OTHER AGRICULTURAL SCIENC				22000 1					
COMPUTER SCIENCE		30210 24 37000/28000	29904 1	26431 4					

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART B - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
COMPUTER PROGRAMMING		28875 4		27836 1					
INFORMATION SCIENCES & SY		28852 23 36000/28000							
ALLIED HEALTH		14400 1							
HEALTH SCIENCES									10000 1
PHARMACY								32040 11	
ACTUARIAL		35000 1							
BIOLOGICAL		27000 1		22500 1				14375 4	21000 3
CHEMISTRY			27000 1	21500 2				27991 10	20000 1
GEOLOGY & GEOLOGICAL SCI		21000 2							17500 1
MATHEMATICS		28000 1		19518 3	28249 3				18247 4
PHYSICS		20000 1						24800 3	
POLYMER SCIENCE				33120 1					

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27434 1634 40000/24500	25700 551 42000/20000	22319 52 28000/15000	24201 178 45000/20000	27860 27 50000/16500	28200 5	26240 5	21292 6	26824 258 49000/21900
BACHELOR - TECHNICAL	30600 1	25053 3	27500 1	21748 2	35000 3	30000 2	32000 1	27300 1	30029 7

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23900 28 39000/15000	23283 81 38400/19800	22537 43 47500/20000	19498 11	19658 11	14907 12	22036 18	20558 24 60000/15000	18425 35 26000/14000
BACHELOR - TECHNICAL			26400 1	31920 4	32610 2	31824 1	31072 21 36000/26275	30250 2	20000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20008 24 27500/15500	23755 49 40000/17000	22426 297 50000/19000	27365 58 46000/20484	24119 23 35000/17235	22065 13	24052 718 50000/18000	19788 13	22770 25 28000/19500
BACHELOR - TECHNICAL	30600 1	33580 10	22250 4	32220 3	31176 6	27354 4	29753 116 50000/23200	28550 2	27500 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23085 7	23735 17	20900 22 27600/16056	24000 2	31500 1		27947 3		27583 6
BACHELOR - TECHNICAL	33400 3	31517 11	24040 9	28465 3	22600 5	30591 9	29561 622 40200/24100	29270 72 36519/24000	32141 873 50000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29220 5		26500 2			28000 1	21500 2	34200 2	21533 6
BACHELOR - TECHNICAL	31194 128 37000/27530	31997 178 38400/30396	32423 113 37800/29500	32858 177 38272/31000	32405 236 45000/28000	30703 90 36600/27500	35279 399 45600/33000	31929 296 40000/27000	31472 900 40800/26500

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21228 6		25200 1	15600 1		30200 1	15000 2		17120 5
BACHELOR - TECHNICAL	30833 3		27802 6	26367 35 40000/20000	24508 6	34900 5	28726 19	22625 4	21980 23 36000/20000

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18812 16	16874 27 30000/11960	18350 2	17846 31 36000/12500	27637 77 52000/23000	27221 148 33300/24200	28173 43 38000/25800	31300 2	14000 2
BACHELOR - TECHNICAL	15993 2	18230 4			29028 332 38000/24000	29543 89 36800/26000	30877 183 50000/26400	30968 62 38000/28080	19883 35 30000/14536

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27899 169 38000/25000	25371 49 45000/18000	21248 557 42000/16500	28500 1	16060 5	20093 6		18280 191 38000/12600
BACHELOR - TECHNICAL	25033 3	29019 209 37000/26000	28452 2	28436 62 36000/20000	28249 3			28063 36 37000/16500	18349 10

AVERAGE SALARY OFFERS JULY 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	34375 42 45000/30500	30400 5		38694 29 63000/30000	53644 8	40000 1	33500 2	38389 27 80000/30000	
MBA--TECH	32400 5	19000 1		45400 2	56667 3	38500 2	30500 2	41955 11	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32713 15	20000 1	25000 1	33330 18		30556 9			20600 2
MBA--TECH				34731 6					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	40250 4	38300 2	40600 5	37358 6	35000 1	26120 5	29083 6	30000 3	27500 1
MBA--TECH				42000 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	22500 1				29500 2	41510 4	39112 26 62000/30000	28000 1	39566 21 50616/34500
MBA--TECH					35160 2		39520 5		37074 4

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38454 13	35528 9	40188 23 62000/30000	45750 8	32800 5		40200 1	36267 3	37650 10
MBA--TECH	44411 2		38150 4	38500 2	35700 1			35800 1	36000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	33000 1	33600 1	38000 1			47000 2	32010 7
MBA--TECH						36350 2	

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9/90

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engineering
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990 through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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MCPA REGIONAL Report No. 6 SEPTEMBER 1990

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	314	1098	$25504	$25975	$28200	$26000	$21996	2444	5438	$26840	$26391	$30000	$27000	$23000
BUSINESS ADMIN (INCL MGMT	189	611	23263	23965	28980	23500	16800	738	1874	23652	23529	29820	24000	17500
DISTRIBUTION MANAGEMENT	24	35	25131	24458	28500	25098	20500	67	108	25918	25079	32000	26000	20000
ECONOM & FINANCE (BANKING	117	590	24360	25266	29900	24000	19500	986	2472	25274	25184	30000	26000	20000
HOTEL/RESTAURANT MGMT.	5	89	19912	20484	*	*	*	66	209	20204	20752	23000	20010	18000
HUMAN RSRCS (incl LABOR R	7	36	25771	22885	*	*	*	31	140	23794	23101	28200	24000	19500
MANAGEMENT INFO SYSTEMS	35	124	27815	27176	32004	28000	22500	239	599	27753	27428	31500	27836	24200
MARKETING/MARK MGMT (RESR	117	443	23403	23874	27000	24000	18000	868	1979	23820	23543	27600	24000	18000
REAL ESTATE	1	5	25000	25259	*	*	*	15	29	27167	24509	*	*	*
COMMUNICATIONS														
ADVERTISING	10	39	20700	20981	*	*	*	43	104	22047	20742	30000	21000	15000
COMMUNICATIONS	43	102	20792	21271	26500	20000	15000	190	366	20876	21002	27000	20000	15000
JOURNALISM	10	31	20000	21096	*	*	*	66	134	19993	19488	26000	20000	12960
TELECOMMUN/BROADCASTING	4	8	19950	19892	*	*	*	55	73	21142	20413	26000	21000	15000
EDUCATION														
ELEMENTARY EDUCATION	123	224	17007	18689	22000	16100	13000	229	598	17349	18974	22140	17000	12400
PRE-ELEMENTARY EDUCATION	7	12	18967	18356	*	*	*	27	39	16921	17507	21000	18000	10400
PHYSICAL EDUCATION	8	23	18453	20918	*	*	*	22	67	18369	19904	25000	17000	13700
SPECIAL EDUCATION	15	37	21977	21843	*	*	*	51	123	20945	20433	25300	20000	17570
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	3	8	20794	21020	*	*	*	10	20	18189	19383	*	*	*
TEXTILES & CLOTHING	4	11	16375	18823	*	*	*	105	144	20169	20662	23000	20000	18000
MERCHANDISING MANAGEMENT	24	41	19026	19113	23000	19000	15000	46	94	18896	19496	23000	19000	13520
HUMANITIES														
FOREIGN LANGUAGES	2	38	23789	24058	*	*	*	14	76	21910	23607	*	*	*
LETTERS (incl English, Li	20	105	21090	22533	28000	19663	17200	85	262	19833	21566	26000	20000	15000
VISUAL & PERFORMING ARTS	11	51	16065	20757	*	*	*	31	119	18220	20588	21800	18000	12480
HUMANITIES - OTHER	21	61	22315	22453	25000	20000	18000	104	165	23746	23213	30000	22050	17500
SOCIAL SCIENCES														
CRIMINAL JUSTICE	20	26	22564	21501	30000	22000	15600	35	57	22025	20745	30000	22000	15600
HISTORY	2	65	19300	22860	*	*	*	19	125	21295	22715	*	*	*
POLITICAL SCIENCE/GOVT	18	115	20811	23681	*	*	*	54	265	22355	23677	28000	20900	17000
PSYCHOLOGY	33	116	20346	21024	27157	20000	14400	107	299	20032	20688	27500	19000	14400
SOCIOLOGY	9	38	16698	20113	*	*	*	30	82	19330	20134	27000	18100	14000
SOCIAL SCIENCES-OTHER	37	107	21325	20976	27720	20500	15000	73	230	20769	21627	27720	20000	15000
ENGINEERING														
AEROSPACE & AERONAUTICAL	17	68	30564	30688	*	*	*	146	346	30764	30509	33900	31200	26252
AGRICULTURAL	5	6	31250	30458	*	*	*	30	59	31636	30127	35000	32200	27600
ARCHITECTURAL	2	16	28000	28110	*	*	*	13	73	28554	28916	*	*	*
BIOENGINEERING & BIOMEDIC	1	5	33000	25698	*	*	*	19	52	30079	30052	*	*	*
CHEMICAL	99	417	35356	35296	38400	35400	33000	703	2290	35276	35122	37320	35400	33000
CIVIL	87	276	27791	28533	32004	27500	25000	611	1422	27450	28136	32000	27300	23795
COMPUTER	26	108	32211	32343	34116	32560	30600	216	439	31627	31490	34400	32148	28000
ELECTRICAL/ELECTRONIC	287	905	32103	31665	35000	32560	29000	1420	3529	31998	31778	34500	32400	28700

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	1	1	$36000	$36000	*	*	*	2	6	$33000	$30019	*	*	*
INDUSTRIAL	44	140	30977	30013	$33000	$31650	$28000	485	995	30852	30525	$33600	$31200	$26500
MECHANICAL	246	792	32373	31703	35500	32550	29000	1417	3587	32208	32064	35000	32400	29000
METALLURGICAL	26	44	31901	31589	33000	32200	30000	106	205	32218	32235	34800	32450	29000
MINING (INCL GEOLOGICAL)	1	4	30000	28383	*	*	*	6	44	31583	29383	*	*	*
NUCLEAR	20	20	33302	33302	34400	32760	32000	43	55	31844	31750	34200	32400	30132
PETROLEUM	4	20	27100	33504	*	*	*	22	158	33591	35202	38400	36000	27600
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	39	184	29876	29990	36000	30000	24000	128	483	30201	29318	35000	30080	24960
INDUSTRIAL TECHNOLOGY	3	53	29164	30058	*	*	*	20	116	26000	29235	30000	27500	17500
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	17	+	21448				28	123	22081	21834	29736	21000	16800
ANIMAL SCIENCES	7	13	21571	21436	*	*	*	19	55	19067	19719	*	*	*
PLANT SCIENCES	1	4	22500	19125	*	*	*	8	32	21563	21176	*	*	*
NATURAL RESOURCES	3	8	19427	20032	*	*	*	8	24	19248	19058	*	*	*
OTHER AGRICULTURAL SCIENC	1	7	25600	26829	*	*	*	9	56	21733	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	98	362	29905	30012	34400	30100	25500	491	1382	30057	29804	34200	30300	25500
COMPUTER PROGRAMMING	5	16	26166	26526	*	*	*	31	86	28388	28223	31000	29500	25200
INFORMATION SCIENCES & SY	35	112	28655	29147	32850	28560	24000	212	457	28658	28631	32850	28800	24000
SYSTEMS ANALYSIS	2	3	27504	25669	*	*	*	8	17	31434	30556	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	5	53	23091	28219	*	*	*	48	137	25451	27436	30000	26000	20195
HEALTH SCIENCES	4	12	18900	21561	*	*	*	15	40	17243	20827	*	*	*
NURSING	32	126	26811	28330	31551	26000	23000	68	246	26652	28270	34000	26000	21000
PHARMACY	34	47	34225	36811	40500	35000	26000	50	86	33812	36728	40000	34000	26000
SCIENCES														
ACTUARIAL	3	14	33667	30757	*	*	*	47	78	31447	28267	34224	32000	28800
ARCHITECTURAL & ENVIRONME	5	27	22300	24947	*	*	*	5	106	22300	25125	*	*	*
BIOLOGICAL	9	46	22528	22283	*	*	*	29	108	22625	21800	31644	21000	16000
CHEMISTRY	14	45	21819	25753	*	*	*	73	152	26765	27494	30900	28000	20000
GEOLOGY & GEOLOGICAL SCI	1	4	27000	25200	*	*	*	9	29	20176	23463	*	*	*
MATHEMATICS	19	103	25600	27883	*	*	*	83	357	26608	27032	33500	27840	19000
PHYSICS	3	16	26853	28179	*	*	*	13	58	25495	29157	*	*	*
OTHER PHYSICAL & EARTH SC	2	9	25250	21009	*	*	*	4	18	20201	21044	*	*	*
POLYMER SCIENCE	1	2	33120	31560	*	*	*	6	8	33254	32066	*	*	*
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	2425	8407						13501	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	171	779	$26126	$26347	$28200	$26000	$24000	1806	4114	$27312	$26824	$30000	$27500	$24500
ACCOUNTING (PRIVATE)	140	365	24568	25293	28200	25000	20000	694	1486	25469	25273	29000	26250	20000
COMMERCIAL BANKING (CNSMR	8	54	20675	23914	*	*	*	61	279	22188	21915	27000	23000	15600
COMMERCIAL BANKING (LENDG	3	37	26667	25302	*	*	*	183	302	24215	24171	28000	24000	20000
INVESTMT BANKING (CORP FN	3	44	29067	29555	*	*	*	33	124	28618	29065	35000	29000	19500
INVESTMT BANKNG (M & A)	1	3	21000	24335	*	*	*	8	19	27750	26534	*	*	*
INVESTMT BANKG (REAL EST)	2	5	20562	25525	*	*	*	8	19	25540	25358	*	*	*
INVESTMT BANKG (SALES & T	1	8	21300	22662	*	*	*	8	36	22044	23226	*	*	*
FINANCIAL/TREASURY ANALYS	48	190	26574	25976	30000	26750	22022	313	774	26857	26692	31000	27240	22000
PORTFOLIO MGMT/BROKERAGE	2	18	18600	22394	*	*	*	30	90	23547	23430	30000	25000	15000
UNDERWRITING	8	55	23445	25135	*	*	*	89	212	23297	24012	27500	22800	19800
INSURANCE - CLAIMS	23	75	20640	21879	23200	21230	16305	67	191	21943	22456	25000	21520	18000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	14	16493	18098	*	*	*	18	39	21758	20370	*	*	*
MEDIA PLANNING	4	10	14995	18548	*	*	*	17	31	20084	19795	*	*	*
REPORTING	3	9	14167	16444	*	*	*	16	30	15825	16517	*	*	*
PRODUCTION	1	14	27400	24200	*	*	*	40	67	26914	25338	34560	27700	15000
PUBLIC RELATIONS	6	38	19517	20413	*	*	*	32	114	20969	20322	27240	19900	15000
WRITING / EDITING	7	47	17986	21822	*	*	*	44	112	18427	19972	24000	18450	14000
MARKETING														
ADVERTISING	4	40	22500	23681	*	*	*	29	104	20717	21927	25000	20000	15500
BRAND/PRODUCT MANAGEMENT	21	68	26493	26393	33900	26500	17000	80	276	25702	25442	34000	26000	17000
BUYER/MERCHANDISING	20	94	23011	23302	27600	23000	18000	321	551	22460	23021	27000	22000	19000
DISTRIBUTION	17	40	27812	26430	*	*	*	78	158	27649	26152	34500	27000	20484
MARKET RESEARCH	12	59	21398	24320	*	*	*	41	135	24355	25128	31000	25000	16500
PURCHASING	4	15	25050	25413	*	*	*	21	69	23641	24204	27350	25800	18200
SALES	185	588	24434	24475	30000	24500	18000	1019	2171	24771	24719	31000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	7	24	17471	21392	*	*	*	22	62	19847	21236	25000	19900	15000
FINANC,TAXA, MONETARY POL	6	33	27452	23768	*	*	*	32	102	23796	23017	27000	23500	20000
ECONOMIC PROGRAMS	2	12	22250	21721	*	*	*	12	28	25524	24373	*	*	*
LAW ENFORCEMENT	27	34	22992	22336	30000	23000	16000	55	67	24927	24037	34000	24000	17500
MILITARY	9	35	21741	22925	*	*	*	40	133	21796	22375	27000	21550	16056
NATIONAL SECURITY	+	6	+	22133				5	15	26679	24459	*	*	*
URBAN / REGIONAL PLANNING	5	16	21800	21773	*	*	*	11	33	23045	23546	*	*	*
ENGINEERING														
BIOENGINEERING	2	46	28500	33374	*	*	*	11	107	30211	33193	*	*	*
DESIGN / CONSTRUCT	156	475	31111	30675	35400	31896	25200	781	2007	29865	30096	34200	30500	24348
ENVIRONMENTAL/SANITATION	10	55	26910	29174	*	*	*	82	261	28982	29334	33600	29000	23795
MANUFACTURING/INDUSTRIAL	202	526	32388	31724	35500	32560	28800	1081	2160	32162	31948	35000	32400	29000
SYSTEMS / PROGRAMMING	25	88	31733	31039	34200	32300	29000	158	460	31217	31078	34200	31710	27600
POWER SYSTEMS	41	95	31467	31662	33400	32500	28500	219	486	31898	31720	33960	32400	30000
SOFTWARE DESIGN & DEVELOP	12	156	30870	32064	*	*	*	127	503	32183	31802	35500	32760	28860
HARDWARE DESIGN & DEVELOP	12	123	31161	31853	*	*	*	189	417	32750	32303	34700	33000	30940

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	25	111	$30477	$32109	$35000	$32400	$25200	261	689	$32220	$32283	$36000	$32500	$27000
TESTING	12	55	31288	29755	*	*	*	103	298	30745	30205	34000	31460	27500
PROCESS ENGINEERING	78	279	35737	35339	38820	35782	33960	479	1669	35296	35045	38040	35500	33000
PROJECT ENGINEERING	49	253	31473	31818	35000	32400	27000	347	1383	31877	32130	35400	32400	27000
OTHER ENGINEERING	269	718	31405	31291	35000	32100	26200	1175	2835	31405	31333	35100	32000	26252
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	7	19250	19788	*	*	*	11	38	23488	22109	*	*	*
INDUSTRIAL HYGIENE	+	22	+	29409				+	23	+	28826			
MEDICAL TECHNOLOGY	3	14	22220	25269	*	*	*	10	40	25867	23950	*	*	*
NURSES / PERSONAL CARE	30	126	27512	28425	33000	26313	23100	66	246	26724	28200	34000	26000	21000
OCCUPATIONAL THERAPY	3	9	15333	24933	*	*	*	9	28	21450	25644	*	*	*
PHARMACIST	29	42	33581	36674	40500	34600	24000	35	68	33673	37466	40000	34000	26000
PHYSICAL THERAPY	2	18	21800	29180	*	*	*	23	60	26930	29309	30800	29000	15000
RESPIRATORY THERAPY	3	3	23200	23200	*	*	*	7	11	22871	25030	*	*	*
OTHER HEALTH RELATED	4	50	20355	22964	*	*	*	32	108	21018	21842	25000	20786	16000
SOCIAL SERVICES														
ADMINISTRATION	2	19	22848	22583	*	*	*	20	56	18934	19827	25500	18000	12700
COUNSELING	25	46	16032	16385	20600	16000	11000	56	102	16595	16658	22500	16000	11000
FUNDRAISING / DEVELOPMENT	8	19	19133	17893	*	*	*	10	35	18977	16930	*	*	*
SOCIAL WORK	14	40	17314	16994	*	*	*	45	82	17681	17313	21300	17200	13000
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	61	288	28110	28696	32000	28008	22500	471	1232	28679	28589	33000	28992	23500
INFORMATION SYSTEMS	30	135	29513	28913	35000	28800	26400	267	608	28252	28262	33000	28000	25000
SYSTEMS ANALYSIS & DESIGN	90	201	29236	29333	33000	30000	25000	316	689	30041	29539	34000	30000	25800
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	6	28	30425	30740	*	*	*	70	123	30931	30222	34224	31000	26640
AGRICULTURE/NAT'L RESOURC	8	32	21485	19888	*	*	*	45	162	19906	20122	26000	19000	14536
ARCHITECTURE	+	12	+	22980				3	35	25033	21993	*	*	*
CONSULTING	39	229	28215	28351	32000	29000	25500	417	987	28490	28679	32000	28500	25000
HUMAN RESRCS /INDUS RELS	11	49	23047	22568	*	*	*	62	172	25058	23233	30000	25200	17000
MANAGEMENT TRAINEE	221	723	21352	22257	27875	20300	16500	840	2459	21806	22269	28800	20625	16800
MATH/STATISTICIANS	4	20	27650	26909	*	*	*	8	49	27981	25451	*	*	*
PARALEGAL	+	31	+	22006				5	61	16060	20908	*	*	*
RESEARCHERS NON-TECHNICAL	4	16	23250	25456	*	*	*	10	47	21356	22480	*	*	*
RESEARCHERS - TECHNICAL	6	27	23767	28073	*	*	*	42	80	27450	27896	33000	30725	16500
TEACHING	174	392	18463	19634	23000	18500	14000	375	1027	18367	19353	23000	18512	13000
TOTALS	2425	8407						13501	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	8	83	$31688	$29484	*	*	*	49	365	$29426	$29647	$35000	$29000	$24000
MBA--NON-TECH	89	228	33482	36009	$42000	$32500	$25400	421	798	36081	36175	45000	35000	27000
MBA--TECH	34	49	36453	36349	44000	36500	30000	91	174	37867	37737	45000	36000	30000
MS-BUSINESS	1	3	26260	27753	*	*	*	28	58	37680	34347	42500	36750	29112
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	16	31	30394	32530	*	*	*	212	246	37022	36812	48000	37500	25400
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	3	15	26667	30646	*	*	*	32	72	32334	31487	38400	32840	26000
MANAGEMENT INFORMATION SY	1	3	29500	29700	*	*	*	22	49	31955	33739	38400	31100	28500
MARKETING/MKTNG MGT (RESE	1	11	22000	32109	*	*	*	71	90	36307	35440	44500	36600	28080
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	2	2	24000	24000	*	*	*	2	2	24000	24000	*	*	*
COMMUNICATIONS	1	9	33000	29422	*	*	*	4	17	28411	27602	*	*	*
JOURNALISM	+	+	+	+				1	2	26000	24500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	14	16	25236	24987	*	*	*	18	30	26350	25698	*	*	*
ELEMENTARY EDUCATION	2	12	25950	24005	*	*	*	9	36	21411	22893	*	*	*
PHYSICAL EDUCATION	2	5	21500	23598	*	*	*	2	11	21500	27508	*	*	*
READING EDUCATION	+	+	+	+				1	1	22000	22000	*	*	*
SPECIAL EDUCATION	4	10	21042	24141	*	*	*	16	37	21823	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	1	5	22100	24920	*	*	*	4	9	19025	22400	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	27802				1	9	25980	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				1	2	20000	22500	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	14	17	21798	23055	*	*	*	40	47	23050	24169	30000	22000	18475
SOCIOLOGY	+	+	+	+				+	3	+	20500			
SOCIAL SCIENCES - OTHER	3	17	22733	27713	*	*	*	5	26	23002	26536	*	*	*

continued

MCPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	28	$39320	$37713	*	*	*	32	86	$36014	$36114	$39520	$35438	$33946
AGRICULTURAL	1	2	30000	41448	*	*	*	6	8	34783	37700	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				2	4	37000	36500	*	*	*
CHEMICAL	1	19	38400	36512	*	*	*	30	152	37062	37862	39500	37800	34800
CIVIL	27	50	33190	32770	$38400	$33500	$28740	137	242	32326	32366	37200	32000	28000
COMPUTER	18	24	37913	37496	*	*	*	23	55	37342	35748	39364	37500	34060
ELECTRICAL/ELECTRONIC	48	114	37781	37907	41392	37380	34600	170	405	37099	37526	41000	37500	32250
INDUSTRIAL	6	17	33017	33031	*	*	*	47	87	35944	35362	39900	36000	30000
MECHANICAL	26	98	36200	35346	40200	38400	30000	132	346	37044	36506	40500	37710	33000
METALLURGICAL	7	9	36443	36878	*	*	*	25	38	36488	36792	38500	36000	34000
MINING & MINERAL	1	2	36000	45000	*	*	*	5	7	33876	39626	*	*	*
NUCLEAR	+	1	+	38400				7	19	39457	36728	*	*	*
PETROLEUM	+	3	+	41400				2	29	34080	38412	*	*	*
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				8	13	25938	25696	*	*	*
HEALTH SCIENCES	+	+	+	+				3	9	26667	20402	*	*	*
NURSING	+	+	+	+				2	2	34900	34900	*	*	*
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				4	13	25250	22839	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	23885				+	11	+	26905			
BIOLOGICAL	2	5	24500	22360	*	*	*	6	13	26063	27279	*	*	*
CHEMISTRY	+	2	+	36660				9	23	32066	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	42	99	39119	37175	45000	39500	34300	110	266	37468	36849	43000	38000	33000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	10	+	34086				3	63	27000	33644	*	*	*
MATHEMATICS (INCL ACTUARI	5	13	31080	29390	*	*	*	14	45	32092	30069	*	*	*
PHYSICS	+	1	+	41600				2	12	29960	31480	*	*	*
POLYMER	+	+	+	+				2	9	38400	37098	*	*	*
TOTALS	387	1026						1811	4048					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	33	81	$37279	$39595	$50000	$35400	$29500	234	397	$45043	$43310	$55000	$45000	$30996
MBA--TECH	4	19	40700	47446	*	*	*	82	115	49268	48191	55000	50200	37800
OVER 2 TO 4 YEARS														
MBA--NON-TECH	25	64	37212	40320	43000	38400	28000	253	453	46827	45683	60000	48000	34000
MBA--TECH	24	46	50192	46161	60000	49000	42000	161	234	52916	50355	65000	52500	40800
OVER 4 YEARS														
MBA--NON-TECH	35	66	44371	43515	55000	45000	32000	209	341	47076	45883	60000	45600	32000
MBA--TECH	36	49	46966	46586	60000	45500	37000	140	171	51721	51452	66000	51000	38400
TOTALS	157	325						1079	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	10	17	$54150	$55606	*	*	*	14	25	$54707	54788	*	*	*
ECONOMICS	+	+	+	+				2	3	44952	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	20	23	47247	46128	$58000	$46750	$34000	27	43	48550	44900	$60000	$49880	$34000
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				3	6	30333	30340	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	4	7	34475	35857	*	*	*	8	13	35738	34154	*	*	*
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	3	5	37000	37800	*	*	*	7	10	33686	34200	*	*	*
ENGINEERING														
AEROSPACE	+	2	+	56000				+	6	+	48932			
CHEMICAL	9	45	51791	50392	*	*	*	23	177	51059	50524	53000	51900	49700
CIVIL	7	11	40958	45177	*	*	*	12	20	42434	44481	*	*	*
COMPUTER	11	11	52536	52536	*	*	*	15	15	50526	50526	*	*	*
ELECTRICAL/ELECTRONIC	11	51	52018	53315	*	*	*	18	84	50761	53147	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				2	2	51500	51500	*	*	*
MECHANICAL	7	15	53471	51853	*	*	*	17	40	51512	49887	*	*	*
METALLURGICAL	7	12	45214	46867	*	*	*	16	30	47475	47296	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	2	2	45500	45500	*	*	*	9	16	38278	38912	*	*	*
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	16	40	45869	45258	*	*	*	93	145	45569	45356	50000	46100	42000
GEOLOGICAL SCIENCES	+	3	+	41267				+	14	+	38028			
MATHEMATICS	+	5	+	48704				1	11	44000	42775	*	*	*
PHYSICS	1	6	34800	41717	*	*	*	6	17	39550	41486	*	*	*
POLYMER	+	1	+	45000				5	8	48200	46625	*	*	*
TOTALS	108	261						278	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27317 1727 40000/24500	23000 2		25323 41 38000/21000	25100 5	22147 8	22654 5	27462 13	22600 2
BUSINESS ADMIN (INCL MGMT	29199 46 37000/24500	20000 3		22888 40 32000/19500	25273 11	20156 12	24750 8	26995 31 36000/25000	30000 2
DISTRIBUTION MANAGEMENT	27500 1						32400 1		
ECONOM & FINANCE (BANKING	27623 40 33000/25500			24056 231 45000/20000	30429 16	24300 6	24470 10	28012 106 38000/26000	21000 1
MANAGEMENT INFO SYSTEMS	29199 9			25583 6		27096 7	27832 16	28485 20 31500/27000	32240 1
MARKETING/MARK MGMT (RESR	25375 4	18449 7	24500 1	21791 22 28000/20000	18583 3	23496 17	25024 17	26900 15	14400 1
REAL ESTATE	28125 4								
ADVERTISING	16833 3	18722 9				24600 5	24000 1		
COMMUNICATIONS		16417 6		26125 4		17924 9	19250 4	24533 6	
JOURNALISM		13000 1		23250 2		16043 7			
TELECOMMUN/BROADCASTING		22000 2		30000 1		17980 10		24000 1	
ELEMENTARY EDUCATION								16565 1	
PHYSICAL EDUCATION					13600 1				15000 1
MERCHANDISING MANAGEMENT		12480 1						13000 1	
FOREIGN LANGUAGES							19200 1		
LETTERS (incl English, Li		18750 4		22250 4		16000 2	19000 1	24520 5	
VISUAL & PERFORMING ARTS		15240 2				15250 2			
HUMANITIES - OTHER		30000 1		24333 3	24000 1	31000 4	45000 2		
CRIMINAL JUSTICE					19100 2		24000 1		
HISTORY					12480 1	24000 2			
POLITICAL SCIENCE/GOVT				22000 1	27000 1		28400 1	29667 6	
PSYCHOLOGY		40000 1		19500 2		18600 1	28000 1	20500 2	
SOCIAL SCIENCES-OTHER		21000 1		18167 3	32000 1		23860 2	28000 3	

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
AEROSPACE & AERONAUTICAL								30600 9	
ARCHITECTURAL								28667 6	
BIOENGINEERING & BIOMEDIC								29500 2	
CHEMICAL		28200 1						33238 8	33720 5
CIVIL			30000 1					27906 112 35000/26000	28350 71 34500/26000
COMPUTER	33000 1			25000 1	30250 2	32500 2	31109 16	30818 20 33000/28900	30000 1
ELECTRICAL/ELECTRONIC	31333 3		29167 3			32103 49 36000/30000	31560 9	30928 71 40000/28000	31075 37 35400/28000
ENIVRONMENTAL ENGINEERING									30000 1
INDUSTRIAL	33500 3			28633 3		31533 3	33950 4	29918 56 40000/26000	25090 5
MECHANICAL	28500 2		29000 1			30301 3	31740 3	31186 63 37000/28000	31362 28 37000/28800
METALLURGICAL								29333 3	
MINING (INCL GEOLOGICAL)								29250 2	
NUCLEAR								34000 2	
PETROLEUM								35000 1	30657 7
ENGINEERING TECHNOLOGY							27600 1	27250 4	28925 4
AGRIBUSINESS				21500 1					
ANIMAL SCIENCES								16000 1	
COMPUTER SCIENCE	30875 8	33000 1		28614 8		30491 31 38000/26275	28812 41 37000/24000	29481 43 37000/27000	34000 1
COMPUTER PROGRAMMING				30000 1	35000 1	29750 1	27550 4	28750 6	
INFORMATION SCIENCES & SY	28613 31 36000/27000			27913 8		27444 5	22740 5	29000 22 36000/28000	20000 1
SYSTEMS ANALYSIS								30500 1	
HEALTH SCIENCES				21996 1				13000 1	
ACTUARIAL								33327 11	

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BIOLOGICAL								27000 1	42000 1
GEOLOGY & GEOLOGICAL SCI								23000 3	
MATHEMATICS				28250 2	35000 1		29257 6	31950 8	
PHYSICS								21956 2	

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24577 32 32000/20000	24950 3	24125 4	24098 42 28000/20000	23000 1	22645 26 41000/16500	22000 1	18999 1	26799 3
BUSINESS ADMIN (INCL MGMT	21933 27 32500/15000	21517 6	19880 10	23910 65 36000/20000	28125 4	20461 158 42000/16000	24000 1		19740 5
DISTRIBUTION MANAGEMENT						20433 3			
ECONOM & FINANCE (BANKING	25348 81 47500/18000	23000 1	20275 8	23625 112 38400/20000		21927 60 40000/17000			21825 4
HOTEL/RESTAURANT MGMT.		17125 4	20326 58 25500/18200						
HUMAN RSRCS (incl LABOR R		20000 1	19667 3			21020 5			
MANAGEMENT INFO SYSTEMS	24200 1	27500 2	30943 3	26960 52 31000/25800		24412 18		25000 1	
MARKETING/MARK MGMT (RESR	23880 10	21000 2	18917 6	22513 45 28000/19200	19500 1	22676 262 48000/18000			19043 7
REAL ESTATE			20000 1	26000 2					
ADVERTISING	36250 2	13500 1	30000 1	24750 2		19500 2			31000 1
COMMUNICATIONS	21833 3	20000 1	18200 6	20670 17	15000 1	18477 23 25000/13600	33750 2		18622 9
JOURNALISM			12000 1	23480 5		20692 12			16454 10
TELECOMMUN/BROADCASTING	15000 1		23000 1	23278 9		19208 13			
ELEMENTARY EDUCATION						11000 1			
PHYSICAL EDUCATION		15000 1	17000 1			18000 1		25000 1	
HUMAN ECOLOGY (HOME ECONO				18403 2					20000 1
TEXTILES & CLOTHING						20100 101 27000/18000			
MERCHANDISING MANAGEMENT						18698 40 26000/15000			
FOREIGN LANGUAGES			20000 1		33000 1	19000 2			
LETTERS (incl English, Li	17000 3	16000 2	20000 1	22608 6	18500 2	17700 6	15000 1		17233 3
VISUAL & PERFORMING ARTS				18400 1	10000 1	17500 2	21000 1		21000 1
HUMANITIES - OTHER	19000 2	17500 1	18267 6	24245 9	10000 1	20341 32 27000/18000	23000 1		
CRIMINAL JUSTICE			14000 1	23260 2		17386 1		22046 4	

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
HISTORY		12480 1		25000 3		20067 3			
POLITICAL SCIENCE/GOVT	22000 1	24000 1	24000 1	22717 6	14300 1	23500 6			
PSYCHOLOGY	17500 1	22500 1	13500 2	21440 5		20016 24 26500/18000			17000 1
SOCIOLOGY						19050 8			
SOCIAL SCIENCES-OTHER	29000 2		20667 3	27000 3		20214 7			17000 1
CIVIL				31400 1					
COMPUTER	33500 2			22300 2					
ELECTRICAL/ELECTRONIC	28700 1			30039 4		33600 1			
INDUSTRIAL			36000 1	31137 3		25850 2			
MECHANICAL				29703 2		19000 2	30000 1		
METALLURGICAL									30800 1
NUCLEAR									15000 1
ENGINEERING TECHNOLOGY				40000 1		16000 2	27500 1		
INDUSTRIAL TECHNOLOGY						30000 1			
AGRIBUSINESS		18000 1	21000 1	30000 1		20500 2			
NATURAL RESOURCES						12000 1			
COMPUTER SCIENCE	29050 2			27193 25 29292/26800		23556 9	29000 2		25375 4
COMPUTER PROGRAMMING				27922 2		22500 1			
INFORMATION SCIENCES & SY		18650 2	26400 1	26845 15		25777 6	28800 1		30000 1
SYSTEMS ANALYSIS				28008 1					
HEALTH SCIENCES			10000 1			13250 1			
NURSING						19100 1			
PHARMACY						35230 18			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACTUARIAL				30872 36 34224/28800					
BIOLOGICAL				26000 1		21000 2			
CHEMISTRY				27000 1		20000 1			
GEOLOGY & GEOLOGICAL SCI			18000 1	30000 1					
MATHEMATICS	26721 5	19450 2		28514 21 34000/25000		21250 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	25125 4		23826 8	25647 19	21833 3	20928 24 25000/19025	23413 24 29600/21000	19567 3	23889 9
BUSINESS ADMIN (INCL MGMT	26300 5	22700 5	25995 12	27917 6	20328 10	21463 12	21155 5	27980 4	20275 6
DISTRIBUTION MANAGEMENT			23981 16			21242 7			
ECONOM & FINANCE (BANKING	25000 7		27912 15	26850 10	19431 3	21211 25 27500/18000	23272 2	23200 1	28240 5
HOTEL/RESTAURANT MGMT.					23462 1				
HUMAN RSRCS (incl LABOR R			22000 1	28200 1		20195 1	21500 2		25000 1
MANAGEMENT INFO SYSTEMS	30000 1	26400 6	28233 6	27668 12		20348 2	24500 2		18000 1
MARKETING/MARK MGMT (RESR	23500 2	20700 5	23463 8	25750 8	24000 1	15738 1	25000 1		24778 9
REAL ESTATE	27875 8								
ADVERTISING									21000 1
COMMUNICATIONS		14018 2	18000 3	21430 10	17863 8	17635 7	18650 4	16000 1	23000 2
JOURNALISM				20000 1	18000 1	15000 2	18100 1		18500 1
TELECOMMUN/BROADCASTING					12000 1				24000 1
ELEMENTARY EDUCATION					18111 170 38000/12000				
PRE-ELEMENTARY EDUCATION					17366 20 24600/10400			17113 2	21000 1
PHYSICAL EDUCATION					19592 9	15000 1		15000 1	
SPECIAL EDUCATION					20738 47 27500/17400		21500 2		23000 1
HUMAN ECOLOGY (HOME ECONO					20096 4		15558 1		16640 1
FOREIGN LANGUAGES		19000 1			21870 4	20528 2			
LETTERS (incl English, Li		14000 1	30000 1	20000 2	19485 18	16553 2	16647 3	16500 2	
VISUAL & PERFORMING ARTS					18853 14			12000 1	
HUMANITIES - OTHER		17000 1	19200 3		20738 5	20976 4		25200 1	
CRIMINAL JUSTICE			15600 1			21250 4	24707 14		12000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
HISTORY					19300 3	24009 4			
POLITICAL SCIENCE/GOVT	18000 1		17000 1	20000 2	18722 2	21011 9	20200 3		
PSYCHOLOGY	14000 1			24579 2	18858 11	17956 2	22800 6	17433 6	15460 5
SOCIOLOGY					16889 5		26718 4	15000 1	21000 1
SOCIAL SCIENCES-OTHER	25000 1				19800 1	21667 6	20343 7	21333 3	13976 4
AEROSPACE & AERONAUTICAL		32956 2				25392 10			
AGRICULTURAL				27600 1		30396 1	25925 2		
BIOENGINEERING & BIOMEDIC								27000 1	
CHEMICAL	37000 1	33487 3		35400 2		23288 4			
CIVIL		27767 3	24643 86 29500/23532	30654 15		25578 30 34000/22000	26223 132 36072/23752		21600 1
COMPUTER		34700 3	27800 1	31478 5	26933 3	29822 2	23795 2	33000 1	
ELECTRICAL/ELECTRONIC		32942 10	32700 4	32094 122 39400/30500	27024 5	24802 45 31490/20463	23167 3		
ENIVRONMENTAL ENGINEERING							36000 1		
INDUSTRIAL		36200 2	26000 3	29865 7		25244 14		31933 3	
MECHANICAL		32349 18	31792 12	31607 79 35000/28200	24341 3	26587 19	27626 2	33600 1	
METALLURGICAL				29700 2		27160 2			
NUCLEAR		32500 2		33209 17		28324 2	27500 1		
ENGINEERING TECHNOLOGY				30381 6			25500 1		
INDUSTRIAL TECHNOLOGY						21286 7			
AGRIBUSINESS						20105 1			
ANIMAL SCIENCES						16318 2	22880 1		
NATURAL RESOURCES							18233 3		
OTHER AGRICULTURAL SCIENC					18800 2	15000 1	22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER SCIENCE		32500 7	25040 3	29052 28 33500/25200	22167 3	27797 8	26694 3	22333 3	
COMPUTER PROGRAMMING				30200 1					
INFORMATION SCIENCES & SY			21000 1	30800 2	23000 1	30000 1			23833 6
ALLIED HEALTH					21000 1			26182 41 32000/20571	24467 3
HEALTH SCIENCES						15000 2	15600 1	21600 3	21667 3
NURSING							27300 1	26638 61 40000/21000	33000 3
PHARMACY								33960 14	41300 1
ARCHITECTURAL & ENVIRONME							22500 1		
BIOLOGICAL		12500 2			20667 6	19400 2	19750 3	27000 3	
CHEMISTRY					16750 4	18350 2	21000 1	25000 1	
GEOLOGY & GEOLOGICAL SCI					17500 1		17300 2	12480 1	
MATHEMATICS		30000 1	23000 2	26300 2	18867 11	22010 4			
PHYSICS				30360 2	25400 1	23101 2			
OTHER PHYSICAL & EARTH SC				16305 1	23000 1		14000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	21453 6			25333 3	27244 10	26225 24 30000/23500	26695 30 30000/25000	22207 11	28038 44 38000/25500
BUSINESS ADMIN (INCL MGMT			16923 2		24631 19	24500 4	26359 29 35000/18000	23000 3	26600 22 35500/22000
DISTRIBUTION MANAGEMENT						25560 1	29500 3		19900 2
ECONOM & FINANCE (BANKING	25400 3		16000 1	25000 5	25622 12	19375 4	26852 23 31000/24500	23833 5	28207 31 34000/25000
HUMAN RSRCS (incl LABOR R							18500 2		
MANAGEMENT INFO SYSTEMS					25406 6	28566 11	33225 4		30626 15
MARKETING/MARK MGMT (RESR					24000 2	23583 6	25579 24 34000/23000	24425 12	26354 48 37000/24000
ADVERTISING	18000 1						18000 2		
COMMUNICATIONS	20400 2	19100 3		16370 4	16000 1		26286 7	20000 1	25775 6
JOURNALISM	28000 1			13750 4			24000 1		25850 2
TELECOMMUN/BROADCASTING	18750 2								25125 2
ELEMENTARY EDUCATION	14881 51 19890/13000		16050 2					21360 1	18000 1
PRE-ELEMENTARY EDUCATION	16874 1		9048 1						
PHYSICAL EDUCATION			17000 1						27200 1
HUMAN ECOLOGY (HOME ECONO			12500 1						
FOREIGN LANGUAGES						24500 1			
LETTERS (incl English, Li			15380 6		23916 1		28000 1	30000 1	
VISUAL & PERFORMING ARTS		17000 1							
HUMANITIES - OTHER	42750 2		27000 1			21000 2	45000 3	25000 1	25000 1
CRIMINAL JUSTICE			15000 1						
HISTORY	22000 1		20500 1						
POLITICAL SCIENCE/GOVT			17294 2	12000 1			27000 1		32644 1
PSYCHOLOGY			16829 16	13000 1			30000 1	25000 1	27000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
SOCIOLOGY	12700 1		15079 6	16500 1					
SOCIAL SCIENCES-OTHER	16900 2		16077 13	19000 1			22667 3		
AEROSPACE & AERONAUTICAL					31359 101 37960/28500	32000 1	30333 3		33000 1
AGRICULTURAL					30680 1	28500 2	32914 11	21600 1	
ARCHITECTURAL								27800 6	
BIOENGINEERING & BIOMEDIC									33000 1
CHEMICAL					32770 2	34133 5	33583 18	34812 21 37700/33300	34910 289 40200/33000
CIVIL		28000 1			28808 5	31200 1	29911 7	27386 42 36000/24000	30360 5
COMPUTER				23500 1	31674 18		33265 4	28800 2	31525 6
ELECTRICAL/ELECTRONIC		32500 1			31786 157 37750/29900	30373 7	32359 123 40000/30600	31064 5	33109 45 36240/31200
INDUSTRIAL					29655 21 33600/28500	31667 9	32039 69 37200/30000	29821 8	31970 43 38700/30000
MECHANICAL				32000 1	30850 95 36400/28500	31235 76 38400/27000	32424 276 42000/30000	31810 25 36000/28000	33760 97 39000/31800
METALLURGICAL					35399 5	35400 1	33314 16	30793 3	32673 3
NUCLEAR					31566 2				
PETROLEUM									33333 3
ENGINEERING TECHNOLOGY					27590 20 32000/24960		33742 29 55000/27000	29709 8	30369 11
INDUSTRIAL TECHNOLOGY					25500 3		24493 1		33000 1
AGRIBUSINESS	20000 1					20639 14	29736 1		29000 1
ANIMAL SCIENCES	22000 2					19614 11			
PLANT SCIENCES						20833 6			
NATURAL RESOURCES						22000 1		30000 1	17640 2
OTHER AGRICULTURAL SCIENC						30000 1			
COMPUTER SCIENCE	21000 2			25267 1	31318 40 37232/28800	27000 1	30048 23 50000/28800	35000 1	31905 35 42000/30000

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
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BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER PROGRAMMING		23500 1					29500 1		30000 1
INFORMATION SCIENCES & SY						33067 3	29700 5	24000 1	31446 27 33000/30000
SYSTEMS ANALYSIS							33600 2		27000 1
ALLIED HEALTH			15680 1						
HEALTH SCIENCES				12500 2					
NURSING					28500 1				
PHARMACY									32301 16
ARCHITECTURAL & ENVIRONME								28500 1	
BIOLOGICAL	11440 1								29411 4
CHEMISTRY							16000 1	22050 2	28075 49 45000/23200
MATHEMATICS	19000 1				31508 3		30420 1	14560 1	
PHYSICS							31000 1		
OTHER PHYSICAL & EARTH SC									27500 1
POLYMER SCIENCE									33468 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

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BY CURRICULUM/EMPLOYER

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	29121 17	26598 47 49000/23000	26107 41 30000/21000	29667 3	25118 11	25200 1	28250 4	26330 10	27749 106 35000/26000
BUSINESS ADMIN (INCL MGMT	26593 27 35400/24000	26163 16	24453 33 30000/19000	22517 8	25808 10	24000 1	26701 4	25786 10	27489 9
DISTRIBUTION MANAGEMENT		26600 3	30084 16	28200 1	25833 3			23100 2	27429 7
ECONOM & FINANCE (BANKING	27285 17	26824 37 45900/23000	27383 29 38000/24000	28250 4	22000 7		27475 4	28536 14	28056 9
HUMAN RSRCS (incl LABOR R	24000 1	25650 4			24500 1	27000 1	20000 1	31602 2	29200 4
MANAGEMENT INFO SYSTEMS	30580 7	29676 6	30079 5		28500 2			28314 7	32100 2
MARKETING/MARK MGMT (RESR	24912 49 33000/20000	25160 45 30400/21750	25844 49 33000/23400	24386 29 27100/22500	24751 14		26175 12	22464 22 32000/18000	26036 15
ADVERTISING	21250 4	20000 1	24250 2					15000 1	
COMMUNICATIONS	27175 3	26125 4	27333 6	25376 4	25000 1			27240 1	
JOURNALISM	25000 1	20000 1	25088 8						
TELECOMMUN/BROADCASTING		34236 1	25500 4						
PHYSICAL EDUCATION	22000 1								
SPECIAL EDUCATION		27500 1							
TEXTILES & CLOTHING			26000 1						
MERCHANDISING MANAGEMENT		24000 1	28000 1						
FOREIGN LANGUAGES			24504 1						
LETTERS (incl English, Li	31500 1		28000 1						
VISUAL & PERFORMING ARTS	20000 1			20000 1					
HUMANITIES - OTHER	26250 4		28820 5		19000 1		28000 1	17700 2	
CRIMINAL JUSTICE			24000 1						
POLITICAL SCIENCE/GOVT			19550 2	26500 1					
PSYCHOLOGY	21000 2	27767 3	25000 1					21000 1	28032 1
SOCIOLOGY			31000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
SOCIAL SCIENCES-OTHER		28500 1	26000 2		24000 1				
AEROSPACE & AERONAUTICAL	31600 1	32525 4	26000 1						34000 1
AGRICULTURAL			34238 8						30000 1
ARCHITECTURAL									32400 1
BIOENGINEERING & BIOMEDIC		32470 1							
CHEMICAL	34033 3	35000 10	34795 33 37020/33000	34500 4	33533 6	33000 1	35733 3	35525 28 37800/34500	36631 203 42900/34860
CIVIL	35500 2	27000 1	33000 1		29918 11			33000 1	33028 30 37800/31200
COMPUTER	32283 39 37500/28500	32628 56 38000/30000			32079 4			31122 9	33433 3
ELECTRICAL/ELECTRONIC	32273 94 38272/28536	32699 384 40000/30600	31493 14	34200 2	32812 60 34900/31500		22880 1	33295 24 36400/30600	33777 48 40800/31500
INDUSTRIAL	31253 9	31450 75 37800/29000	30383 22 33000/28000	31680 5	31835 26 35000/31200	28300 1		33553 11	33270 10
MECHANICAL	32041 21 35000/30840	32301 169 38040/30000	33162 42 39000/31500	32244 9	32050 83 35100/30000	32750 2	32167 6	33994 36 37000/32000	35526 98 38400/33500
METALLURGICAL		31554 13			32321 44 36000/30900				28500 1
MINING (INCL GEOLOGICAL)					30000 1				33667 3
NUCLEAR		33076 10							32000 1
PETROLEUM									35400 11
ENGINEERING TECHNOLOGY	33000 1	30227 20 40000/26000	34000 1	22000 1	30570 6			32000 1	32000 2
INDUSTRIAL TECHNOLOGY		27500 3		30000 1					34500 1
AGRIBUSINESS			24000 1				23000 1		
ANIMAL SCIENCES			19000 1						
OTHER AGRICULTURAL SCIENC			22750 4						
COMPUTER SCIENCE	31897 62 38000/28730	32476 44 35700/31000	29630 4	29500 1	25425 4				31910 20 35100/30600
COMPUTER PROGRAMMING	16500 1				22500 1			28000 1	31050 4
INFORMATION SCIENCES & SY	29442 19	28629 7	26400 2				30000 1	28718 5	30388 23 33000/28560

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
SYSTEMS ANALYSIS		32400 2							
BIOLOGICAL		20000 1	17000 1						
CHEMISTRY					31950 2		31000 1	30000 2	27740 4
MATHEMATICS	28501 6	32500 2			28360 1		25000 1		
PHYSICS	27300 2								
POLYMER SCIENCE		33900 1			33120 1				

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING	25833	3	25735	4	28582	11	25480	5	28000	1	26380	16	25100 32500/20500	26
BUSINESS ADMIN (INCL MGMT	21867	3			27350	2	30000	1	23333	3	25316	5	20346 30000/15000	33
DISTRIBUTION MANAGEMENT									24000	1				
ECONOM & FINANCE (BANKING	26923	6	28800	1	26667	6	29400	1	22959	4	26570	10	23556	9
HOTEL/RESTAURANT MGMT.													20867	3
MANAGEMENT INFO SYSTEMS					27145	5					29095	3		
MARKETING/MARK MGMT (RESR	21260	10	26400	1	26303	10	26860	5	24822	12	24201	10	23682 35000/18000	38
ADVERTISING	21000	1											27333	3
COMMUNICATIONS	20433	3							16500	1	20500	2	22823	13
JOURNALISM	24000	1											24167	3
TELECOMMUN/BROADCASTING	23000	2											20450	4
ELEMENTARY EDUCATION											17000	1	19040	1
PRE-ELEMENTARY EDUCATION													14200	2
PHYSICAL EDUCATION									12000	1			16000	1
TEXTILES & CLOTHING	18000	1							21800	2				
MERCHANDISING MANAGEMENT									21900	2				
LETTERS (incl English, Li	24000	1					24000	1					22400	3
VISUAL & PERFORMING ARTS	20000	1											22750	2
HUMANITIES - OTHER							27400	1	27500	1			24050	2
CRIMINAL JUSTICE													22550	2
POLITICAL SCIENCE/GOVT													18733	3
PSYCHOLOGY									27500	2	22500	1	19500	2
SOCIOLOGY	14500	1	35000	1										

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
SOCIAL SCIENCES-OTHER						16000 1	30000 1
AEROSPACE & AERONAUTICAL							29281 12
AGRICULTURAL		32000 1				32000 1	
BIOENGINEERING & BIOMEDIC			33500 2			31803 3	28624 9
CHEMICAL	32000 1	35445 20 36000/35100	33150 2	36000 1	34750 3	35189 9	35272 17
CIVIL				30600 1		27954 5	28049 46 34400/25000
COMPUTER		30600 2	32315 4	30600 1		33000 1	29750 2
ELECTRICAL/ELECTRONIC		32980 8	32223 13	32200 2	30000 1	32630 21 37200/30000	31162 43 39420/27300
INDUSTRIAL			31175 4	29667 3		30382 34 33300/27000	28948 26 33600/26000
MECHANICAL	27000 1	32795 22 34300/32500	32481 13	30722 4	28856 3	32678 38 36000/30000	30364 61 35100/27000
METALLURGICAL		35200 1		31443 7		33700 2	31600 2
NUCLEAR		31200 1		30600 1		32500 1	26200 2
ENGINEERING TECHNOLOGY		35000 1	27500 1			31167 3	25033 3
INDUSTRIAL TECHNOLOGY			30000 1			30000 1	
AGRIBUSINESS						22000 1	30000 1
ANIMAL SCIENCES							12000 1
PLANT SCIENCES							23750 2
COMPUTER SCIENCE	24500 2	30375 4	34116 1			30000 2	29331 14
COMPUTER PROGRAMMING						29960 4	
INFORMATION SCIENCES & SY	29000 1			29850 2		30383 6	21000 1
SYSTEMS ANALYSIS		33960 1					
ALLIED HEALTH							19050 2
NURSING				13500 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
PHARMACY							22880 1
ARCHITECTURAL & ENVIRONME							20167 3
BIOLOGICAL			25000 1				
CHEMISTRY						27350 1	28200 1
PHYSICS			18000 1			25200 1	26400 1
POLYMER SCIENCE				32100 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27361 1834 40000/24500	19203 40 40000/13000	24500 1	23895 360 45000/19500	26033 42 50000/18000	21559 92 46000/14400	25583 71 52000/19000	27442 210 38000/25000	23480 8
BACHELOR - TECHNICAL	29552 48 36000/27000	30600 2	29300 5	27724 25 38000/23500	32625 4	31231 94 38000/27125	29451 89 37000/24000	29713 458 45600/26000	29760 162 42000/26252

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24303 166 47500/17000	20337 28 28000/15000	20250 118 35000/16404	23871 388 38400/19300	21100 13	21172 816 50000/16800	24643 7	22455 7	19338 46 31000/13780
BACHELOR - TECHNICAL	28740 10	18840 5	22280 5	28876 117 40000/26000		26893 52 43680/19000	28860 5		25329 7

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25467 30 45000/18000	21592 21 28500/14500	24776 75 42000/17000	25383 73 38500/20000	18821 341 38000/13000	20678 115 28000/16116	22531 81 36000/18000	19725 26 35000/15000	21604 50 33200/15000
BACHELOR - TECHNICAL	37000 1	31799 53 38400/30000	25710 112 33900/23000	31432 292 41600/28200	21464 42 35000/16000	24838 161 36000/20150	25608 162 36072/22880	27169 133 40000/20571	26076 17

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17247 73 60000/13000	18575 4	16270 54 30000/11960	19099 20 26000/12000	25259 51 41000/21840	25522 53 32850/21400	26770 134 50000/21000	23525 36 30000/18000	27367 177 38000/24000
BACHELOR - TECHNICAL	19491 7	28000 3	15680 1	21153 5	31151 474 40000/28500	28817 139 38400/20000	32296 592 55000/29400	29864 128 37700/24348	33218 645 45000/29700

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26279 135 37000/20000	26292 171 49000/22500	26347 209 43700/22020	24814 51 33000/22000	24743 51 36000/22000	25400 3	26608 26 40000/23000	25293 72 35004/19600	27665 153 38400/25000
BACHELOR - TECHNICAL	31783 260 39000/28200	32356 803 40000/30000	32145 135 39000/28000	32022 23 36300/30000	32001 250 37000/29900	31700 4	30863 14	33588 118 37800/30000	35013 465 42900/31300

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	22607 33 28600/18000	27591 7	27290 34 32200/22500	26607 14	23670 30 35000/19500	25309 49 35400/21000	22689 151 44000/16000
BACHELOR - TECHNICAL	27400 5	33513 61 36000/30600	31698 43 36000/29000	30395 24 36000/29100	31545 7	31619 134 38000/28000	29564 250 50000/24800

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	33877 50 45000/30000	30400 5		37545 36 63000/27500	50141 9	31733 3	32050 6	37806 38 80000/30000	32500 1
MBA--TECH	30113 8	19000 1		41267 3	56667 3	38500 2	36600 6	37750 18	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	32713 15	20000 1	25000 1	33132 20 45000/28000	37000 1	30633 15			26067 3
MBA--TECH				34731 6	40000 1				

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	40250 4	35533 3	41129 7	35461 9	30000 3	26850 8	29071 7	28500 4	27500 1
MBA--TECH			27500 1	39500 2					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH	22500 1				26255 4	41510 4	39703 39 62000/34200	28000 1	37912 24 50616/27600
MBA--TECH					35160 2		40509 11	45000 1	38539 5

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38454 13	35875 10	39533 25 62000/29000	42750 10	32800 5		40200 1	34200 4	37650 10
MBA--TECH	44411 2	37333 3	37683 6	38500 2	35700 1			35900 2	36000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	33000 1	34300 2	32667 3	36600 2		44125 4	33259 8
MBA--TECH		45000 1	42500 1			36350 2	

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27321 1737 40000/24500	25567 571 41000/20500	23750 2	26350 10	31500 2	32000 1	22123 1		26823 55 49000/22250
BUSINESS ADMIN (INCL MGMT	26840 29 36500/17500	22380 27 30000/15500	22657 14	21414 14	27070 6	21000 1	25000 1	19100 3	26378 32 36500/22000
ECONOM & FINANCE (BANKING	27684 31 31000/26000	25846 83 42000/22000	22290 39 28000/18000	24438 143 45000/20000	29477 18	27250 4	27000 1	26000 3	27159 192 42000/22022
MANAGEMENT INFO SYSTEMS	26998 2	26250 2							28600 3
MARKETING/MARK MGMT (RESR	24500 2	27500 4	21500 2	21990 10	12800 1			13750 1	24167 6
REAL ESTATE				28500 2			30000 2		28667 3
ADVERTISING									22000 1
COMMUNICATIONS				27000 1					20300 5
JOURNALISM									25000 1
ELEMENTARY EDUCATION									25000 1
PHYSICAL EDUCATION					13600 1				
LETTERS (incl English, Li	24529 4	22000 1	21500 1	26000 1					17000 1
HUMANITIES - OTHER		24000 1							
CRIMINAL JUSTICE							19200 1		
HISTORY			12480 1						22000 1
POLITICAL SCIENCE/GOVT		22000 1			22000 1				29250 2
PSYCHOLOGY									22638 2
SOCIAL SCIENCES-OTHER			15000 1						
CIVIL								27300 1	
ELECTRICAL/ELECTRONIC						31500 1	32000 1		32700 1
INDUSTRIAL	30600 1	30600 1	27500 1		32000 1				
MECHANICAL					35000 1				30500 1
AGRIBUSINESS				21500 1					

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
COMPUTER SCIENCE						28500 1			
COMPUTER PROGRAMMING									32500 2
INFORMATION SCIENCES & SY		30000 1			38000 1		19000 1		28500 1
HEALTH SCIENCES		22000 1		21996 1					
MATHEMATICS		14560 1			35000 1				27541 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		28000 1	20804 1						
BUSINESS ADMIN (INCL MGMT	22970 10	22733 17	21986 20 36000/18000				25005 4	18867 3	22300 2
ECONOM & FINANCE (BANKING	23950 16	23382 41 38400/19200	22876 20 47500/20000				29700 2		15300 1
MARKETING/MARK MGMT (RESR	21500 2	22784 11	21001 5		23000 2			23000 1	15900 3
REAL ESTATE			22000 1						
ADVERTISING					17750 4			17625 4	15000 1
COMMUNICATIONS		27000 1	19651 6	17000 2	16493 3	16930 4	22306 4	21860 9	16722 9
JOURNALISM						14166 7	14400 1	14000 3	18837 13
TELECOMMUN/BROADCASTING		24375 8			19247 5	12750 2	21100 5	18750 2	
HUMAN ECOLOGY (HOME ECONO			20806 1						20000 1
MERCHANDISING MANAGEMENT				12480 1					
LETTERS (incl English, Li		22800 1	21712 4			14500 2		15667 3	18811 9
VISUAL & PERFORMING ARTS				19248 8	13500 1				
HUMANITIES - OTHER		23680 5	20704 3	30000 1			10000 1	40000 2	25500 1
CRIMINAL JUSTICE		24520 1	22000 1						
HISTORY		21000 1	24000 1				26000 1		21000 1
POLITICAL SCIENCE/GOVT	33000 1	23000 1	23000 2				19500 1	24000 1	
PSYCHOLOGY	17500 1	18000 1						13360 1	
SOCIOLOGY				14500 1					
SOCIAL SCIENCES-OTHER								19800 1	17000 1
AGRICULTURAL							35000 1		
CHEMICAL				34680 1			36000 1		
COMPUTER							33300 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ELECTRICAL/ELECTRONIC				32700 1	32610 2		31376 6	31500 1	
INDUSTRIAL							33092 5		
MECHANICAL				27300 1			32326 4		
NUCLEAR							15000 1		
AGRIBUSINESS								29000 1	
ANIMAL SCIENCES									16000 1
COMPUTER SCIENCE				19000 1		31824 1	26275 1		24000 1
NURSING			19100 1						
MATHEMATICS			26400 1	33000 1					
PHYSICS							23912 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING				27000 1		24000 1	24333 3	16000 1	22796 16
BUSINESS ADMIN (INCL MGMT	15750 2	23140 16	24062 53 35500/19200	27438 13	22220 5	21008 6	23378 123 38500/18000	22767 3	23399 4
DISTRIBUTION MANAGEMENT			23140 1	26901 34 34500/20484		27700 4	20000 1		
ECONOM & FINANCE (BANKING	24200 1	27475 4	23694 18	26200 2	24560 3		24484 83 36400/20000	22000 1	23289 7
HUMAN RSRCS (incl LABOR R		27000 1						20195 1	24000 1
MANAGEMENT INFO SYSTEMS		31992 1					22999 3		
MARKETING/MARK MGMT (RESR	21870 10	24444 32 40000/18000	23257 121 40000/19000	25729 18	24639 18	26200 3	24429 462 37000/20000	21000 2	
REAL ESTATE							25000 2		
ADVERTISING	22833 3		15000 1				23458 24 40000/16500		
COMMUNICATIONS	14825 4	22750 2	21400 2	25153 2	20247 5		23291 55 35000/18000	16725 4	
JOURNALISM	17333 3	10000 1	22217 6			18500 1	24261 18	18100 1	
TELECOMMUN/BROADCASTING	23000 2		21794 8		15500 1	15000 1	22250 14		
PHYSICAL EDUCATION		14500 2					24600 2		
HUMAN ECOLOGY (HOME ECONO							16000 1		
TEXTILES & CLOTHING		18500 1	20507 77 27000/18000				22000 2		
MERCHANDISING MANAGEMENT		21250 2	18000 1				21667 6		
FOREIGN LANGUAGES			24500 1				24504 1		
LETTERS (incl English, Li	16000 1	24000 1	19000 1				21625 12	16720 2	
VISUAL & PERFORMING ARTS							16300 3		
HUMANITIES - OTHER		45000 1	21343 14	46000 1			24588 25 50000/19000	10000 1	43700 1
CRIMINAL JUSTICE			14000 1				24167 3		
HISTORY		15600 1					26000 2		
POLITICAL SCIENCE/GOVT			50000 1			14100 1	21744 10	23800 2	24000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
PSYCHOLOGY	24000 1		19643 7				22760 15		20911 1
SOCIOLOGY			18833 3		16500 1		21000 2		
SOCIAL SCIENCES-OTHER					20000 1		25500 8	17500 2	
AGRICULTURAL		32500 1							
CHEMICAL	30000 1	33925 4		34500 1			36875 4		
CIVIL							28333 3		
ELECTRICAL/ELECTRONIC		31000 2		31560 1	32000 3		31969 32 36000/30500	24700 1	
INDUSTRIAL		38400 1		30600 1			30967 25 32520/29700		
MECHANICAL		31775 4			30056 1		31009 35 38400/29000	32400 1	27500 1
METALLURGICAL	30600 1						28000 1		
ENGINEERING TECHNOLOGY							21133 3		
INDUSTRIAL TECHNOLOGY							24493 1		
AGRIBUSINESS			20500 2		30000 1		23956 6		
ANIMAL SCIENCES			19000 1				18750 1		
PLANT SCIENCES							21167 3		
COMPUTER SCIENCE		34000 1							
INFORMATION SCIENCES & SY			28500 1						
HEALTH SCIENCES							13250 1		
PHARMACY		40000 1		37450 4					
BIOLOGICAL		35000 1	19500 1				25607 6		
CHEMISTRY						27354 4	27699 15		
GEOLOGY & GEOLOGICAL SCI							30000 1		
MATHEMATICS					30500 2		29000 2		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING		22000 1	21500 1						
BUSINESS ADMIN (INCL MGMT		31667 3	20756 5				24000 1		21668 3
DISTRIBUTION MANAGEMENT			21368 6						
ECONOM & FINANCE (BANKING	23599 6	12000 1	20898 3		28750 2		33280 3		
MANAGEMENT INFO SYSTEMS			20195 1						
MARKETING/MARK MGMT (RESR	19500 1	24556 9							27900 3
COMMUNICATIONS		19333 3	15600 1	23000 1					37200 1
ELEMENTARY EDUCATION		17000 1							
PHYSICAL EDUCATION		25000 1	15000 1						
SPECIAL EDUCATION	25000 1						27500 1		
TEXTILES & CLOTHING									21600 1
FOREIGN LANGUAGES			16056 1	25000 1					
LETTERS (incl English, Li			16800 1						
HUMANITIES - OTHER		24000 2	19800 2						
CRIMINAL JUSTICE		24364 17							
HISTORY			25012 3						
POLITICAL SCIENCE/GOVT	20000 1	22000 1	21000 1						
PSYCHOLOGY		20200 3							
SOCIAL SCIENCES-OTHER			23750 4						
AEROSPACE & AERONAUTICAL			24000 1				30042 31 37960/26500		31169 14
AGRICULTURAL							31000 2	24000 1	28835 4
ARCHITECTURAL							29113 8		
BIOENGINEERING & BIOMEDIC						30750 4			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
CHEMICAL		36000 2				33155 4	34639 21 40200/33000	34184 4	34658 49 37000/33000
CIVIL			15000 1		26700 2	25567 3	27131 305 36000/23532	27856 43 36519/23795	28949 8
COMPUTER							30112 3	29600 3	30000 2
ELECTRICAL/ELECTRONIC	33300 2	32090 6	32400 1				31782 134 38000/29000	30389 9	32521 253 38400/30300
ENIVRONMENTAL ENGINEERING								30000 1	
INDUSTRIAL		31800 1		26252 2			28987 15	29288 2	31168 216 37200/28200
MECHANICAL	33600 1	32344 1	25387 3	32890 1			31820 222 38700/28600	31973 13	32707 404 42000/30000
METALLURGICAL					26000 1		32378 9		32649 52 40000/30300
MINING (INCL GEOLOGICAL)									36000 1
NUCLEAR							32385 7		
ENGINEERING TECHNOLOGY							30227 16		31942 45 55000/25480
INDUSTRIAL TECHNOLOGY							32250 2		24269 13
OTHER AGRICULTURAL SCIENC									27000 2
COMPUTER SCIENCE							30500 1	28300 1	31100 3
INFORMATION SCIENCES & SY			30000 1						
SYSTEMS ANALYSIS									33600 2
NURSING		13500 1							28500 1
ARCHITECTURAL & ENVIRONME					20750 4				
BIOLOGICAL			19400 2					19750 1	
CHEMISTRY		16000 1						24450 2	28000 3
GEOLOGY & GEOLOGICAL SCI		18000 1			19600 1			27000 1	
MATHEMATICS									30420 1
PHYSICS			25000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 3

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
OTHER PHYSICAL & EARTH SC					14000 1			27500 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									25050 2
BUSINESS ADMIN (INCL MGMT	28200 3						20000 1	35400 1	
ECONOM & FINANCE (BANKING	31500 1		27000 1				23000 1	33000 1	23360 5
HUMAN RSRCS (incl LABOR R							35004 1		
MANAGEMENT INFO SYSTEMS	29267 3								
MARKETING/MARK MGMT (RESR			26000 1						24000 1
JOURNALISM									44000 1
TEXTILES & CLOTHING									22000 1
VISUAL & PERFORMING ARTS									19500 2
HUMANITIES - OTHER						28000 1			26000 1
AEROSPACE & AERONAUTICAL	32556 2		28730 2	31907 3	31875 10	31522 12		31219 6	31152 52 37200/28000
AGRICULTURAL					34968 5			32820 2	32127 12
ARCHITECTURAL								28075 4	26000 1
BIOENGINEERING & BIOMEDIC	34500 2			32470 1					28820 11
CHEMICAL	36000 1	34200 2	35838 8	30800 2	35031 56 39600/33200	34328 5	35689 420 45600/33300	35167 31 37000/33900	34702 70 39600/32000
CIVIL		29020 2			27803 6	24110 6	24800 1	27864 40 33048/24752	28049 140 37800/25000
COMPUTER	31133 23 34600/29100	27440 2	32679 42 37000/30000	33399 23 37500/31800	32050 9	31253 3		30660 2	31958 34 38000/30000
ELECTRICAL/ELECTRONIC	31221 57 36000/28500	32029 147 39400/30396	31903 32 36400/29000	32896 123 38272/31000	31398 67 36500/27720	31712 39 35000/29640	33725 15	32394 65 40000/28600	31792 335 40800/27300
ENIVRONMENTAL ENGINEERING									36000 1
INDUSTRIAL	31667 14	30067 3	34600 3	30733 3	32208 10		29250 4	30462 11	30457 101 40000/26400
MECHANICAL	32047 16	32201 47 38400/30516	30300 5	32419 25 35760/31000	32589 56 37000/30000	30871 23 34340/28500	33462 20 36800/30120	32385 164 37200/29760	32321 288 37200/29376
METALLURGICAL	30000 1	27000 1		33000 2	31935 8	33000 1	30980 5	34067 3	32296 18
MINING (INCL GEOLOGICAL)					31250 2			32500 1	29250 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
NUCLEAR		32962 5		35000 1	31100 5	24000 1	32700 2		33144 20 41600/31200
PETROLEUM						28300 2	33333 3	36900 2	33907 15
ENGINEERING TECHNOLOGY	30750 2	29960 7	18000 1	25750 2	27000 2	30288 8	35100 1	27868 11	30541 16
INDUSTRIAL TECHNOLOGY	22500 1	30000 1					33000 1		
COMPUTER SCIENCE	31293 26 37000/27025		32398 26 35700/29900	33467 3	30000 1			32500 2	30884 40 37000/27000
COMPUTER PROGRAMMING	29500 1		30204 5		31000 1				
INFORMATION SCIENCES & SY	27900 1		30000 1	30000 1					30000 1
SYSTEMS ANALYSIS	33960 1	30500 1							
BIOLOGICAL							42000 1		
CHEMISTRY					29152 19	23850 2	30723 3	29900 1	
GEOLOGY & GEOLOGICAL SCI					15000 1				
MATHEMATICS	28800 2								
PHYSICS	30000 1	30360 1			27780 2				21201 1
POLYMER SCIENCE					35280 1				32781 4

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	23843 4					30200 1			18000 1
ECONOM & FINANCE (BANKING	20000 1								
PRE-ELEMENTARY EDUCATION									22225 1
PHYSICAL EDUCATION							15000 2		
SPECIAL EDUCATION									23000 1
LETTERS (incl English, Li									16000 1
VISUAL & PERFORMING ARTS	12000 1								
HUMANITIES - OTHER			25200 1						
CRIMINAL JUSTICE	18500 1				15000 1				
POLITICAL SCIENCE/GOVT					10000 1				
PSYCHOLOGY	20000 1			15600 1					14867 3
CHEMICAL					20150 1				
COMPUTER								30600 1	
ELECTRICAL/ELECTRONIC			33000 1						
INDUSTRIAL									36000 1
MECHANICAL			33000 1						
NUCLEAR									20000 1
COMPUTER SCIENCE	27500 1							22625 4	27500 2
INFORMATION SCIENCES & SY								19500 2	
ALLIED HEALTH			23734 5		24650 6		29442 19		22250 15
HEALTH SCIENCES			27800 1	22000 1			15000 2		16600 5
NURSING	25000 1			26972 64 40000/21000					
PHARMACY						33775 34 43680/26000			

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BIOLOGICAL	40000 1		21000 1						
CHEMISTRY									21000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28331 6	23333 3			
BUSINESS ADMIN (INCL MGMT	16305 1				27805 19	28863 8	26018 9	32000 1	
DISTRIBUTION MANAGEMENT					26000 1		28500 2		
ECONOM & FINANCE (BANKING	21398 2				26372 21 30000/25500	26391 21 30000/24000	25750 10	30600 1	
MANAGEMENT INFO SYSTEMS					27398 42 33600/24000	27474 119 35400/25500	28226 40 32850/25000		
MARKETING/MARK MGMT (RESR	15738 1		30000 1		26000 1	27333 9	26100 2		
COMMUNICATIONS	15738 1	19000 1	14500 1						
JOURNALISM			20500 2						13000 1
ELEMENTARY EDUCATION		14284 13	16565 1						
PRE-ELEMENTARY EDUCATION				15024 2					
PHYSICAL EDUCATION		16000 1							15000 1
SPECIAL EDUCATION		19885 4							
HUMAN ECOLOGY (HOME ECONO				14899 3					
TEXTILES & CLOTHING					20000 1				
LETTERS (incl English, Li	15845 5	15980 2	18200 1	17200 1					
HUMANITIES - OTHER	24445 2				37750 4		31500 2		
CRIMINAL JUSTICE		22500 2		12000 1					
HISTORY				20500 1					
POLITICAL SCIENCE/GOVT	18000 1	19587 1	18500 1		28000 1	26000 1	28400 1		
PSYCHOLOGY	30000 1	16849 20 25860/14000	13000 1	18060 9	27157 1	24200 1			
SOCIOLOGY	12700 1	16680 4		20527 9					
SOCIAL SCIENCES-OTHER	22433 3	13976 4		17047 19			27720 1		
AEROSPACE & AERONAUTICAL							28846 7		

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
AGRICULTURAL									29736 1
CHEMICAL							35350 8		
CIVIL							28600 8		
COMPUTER					30808 46 36000/26000	33925 5	28414 7		
ELECTRICAL/ELECTRONIC			24000 1		31173 3	30646 7	31873 14		
INDUSTRIAL						32571 7	32029 7		30000 1
MECHANICAL			14000 1		32420 2	30000 1	31556 30 35000/27600		
ENGINEERING TECHNOLOGY					30500 2	30925 5	29200 3		
AGRIBUSINESS									20327 9
ANIMAL SCIENCES									18894 14
PLANT SCIENCES									21750 4
NATURAL RESOURCES									18663 6
OTHER AGRICULTURAL SCIENC									19933 6
COMPUTER SCIENCE		36000 1			28979 172 38000/24000	29795 45 35500/27000	30990 123 50000/27000		
COMPUTER PROGRAMMING					26695 14	28817 3			
INFORMATION SCIENCES & SY					28719 121 36036/24000	27665 25 36000/25000	29497 31 36600/26500		
SYSTEMS ANALYSIS						27000 1	30936 3		
ALLIED HEALTH	15680 1					31860 1			
HEALTH SCIENCES		13000 1							
ACTUARIAL								31369 46 38000/28800	
BIOLOGICAL		11440 1			20000 1				23000 1
GEOLOGY & GEOLOGICAL SCI		12480 1							
MATHEMATICS					26040 11	29642 5	25987 8	29980 22 36600/24750	19000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
PHYSICS					25500 2				
OTHER PHYSICAL & EARTH SC	16305 1								

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28078 18		24695 10					
BUSINESS ADMIN (INCL MGMT		28065 42 37000/25000	26182 21 45000/20000	21545 196 42000/16000	28500 1		32500 1		19347 8
DISTRIBUTION MANAGEMENT		27500 1		25247 17					
ECONOM & FINANCE (BANKING		28002 79 38000/25500	20500 2	22377 109 40000/17000			25000 1		17500 2
HOTEL/RESTAURANT MGMT.			21000 1	20192 65 25500/18000					
HUMAN RSRCS (incl LABOR R			25163 16	20800 11					
MANAGEMENT INFO SYSTEMS		28650 18	45000 1	30444 4					
MARKETING/MARK MGMT (RESR		25850 10	28350 2	21410 110 40000/18000					24000 1
REAL ESTATE		28125 4		20000 1					
ADVERTISING		32500 1		22625 4					
COMMUNICATIONS		23640 5	16500 1	19900 53 32000/15000			20000 1		21967 3
JOURNALISM			21500 1	17667 6					
TELECOMMUN/BROADCASTING		24000 1	16600 1	20020 5					
ELEMENTARY EDUCATION			18000 1	18000 1					17500 211 38000/12710
PRE-ELEMENTARY EDUCATION									16858 24 24600/12000
PHYSICAL EDUCATION				17000 2					19703 9
SPECIAL EDUCATION									20754 44 27500/17944
HUMAN ECOLOGY (HOME ECONO									20096 4
TEXTILES & CLOTHING				18753 22 24500/13500					
MERCHANDISING MANAGEMENT				18506 36 23000/13520					
FOREIGN LANGUAGES				19300 4			26000 2		21870 4
LETTERS (incl English, Li		27250 2		20183 12		21000 1			19815 15
VISUAL & PERFORMING ARTS			21000 1	18500 3		10000 1			19176 11

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HUMANITIES - OTHER			29000 2	18997 25 22600/17500			17000 1		20450 4
CRIMINAL JUSTICE				18998 6					
HISTORY				19027 3					19300 3
POLITICAL SCIENCE/GOVT		29167 3		20800 11		16150 2	12000 1		16972 2
PSYCHOLOGY		26500 2	21125 8	22360 21 38000/19200			14560 1		16948 5
SOCIOLOGY				20986 7					19663 2
SOCIAL SCIENCES-OTHER		28000 3	30000 2	21568 22 35000/17500		17000 1			
AEROSPACE & AERONAUTICAL		30750 4						26252 2	
AGRICULTURAL				24500 1					
BIOENGINEERING & BIOMEDIC		30000 1							
CHEMICAL		28333 3		30168 2				35418 2	
CIVIL	25033 3	27424 37 33000/26000		27900 2					
COMPUTER		30100 10							
ELECTRICAL/ELECTRONIC		30448 41 35000/27500		32660 15					28000 1
INDUSTRIAL		29249 37 36500/26000		31742 10				26234 1	
MECHANICAL		29659 27 36500/26500		31878 13				32515 4	
METALLURGICAL		29000 2		33420 1					
ENGINEERING TECHNOLOGY		22500 1		29400 3					
INDUSTRIAL TECHNOLOGY				30000 1					
AGRIBUSINESS				21263 8					
ANIMAL SCIENCES		22000 2							
PLANT SCIENCES		22000 1							
NATURAL RESOURCES				21000 2					

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
OTHER AGRICULTURAL SCIENC				22000 1					
COMPUTER SCIENCE		29966 28 37000/27000	29904 1	28145 5					
COMPUTER PROGRAMMING		28875 4		27836 1					
INFORMATION SCIENCES & SY		28852 23 36000/28000							
ALLIED HEALTH		14400 1							
HEALTH SCIENCES				15600 1					10000 1
PHARMACY								32040 11	
ACTUARIAL		35000 1							
ARCHITECTURAL & ENVIRONME				28500 1					
BIOLOGICAL		27000 1		22500 1			17000 1	14375 4	21600 5
CHEMISTRY			27000 1	21500 2			23500 1	25927 15	17667 3
GEOLOGY & GEOLOGICAL SCI		21000 2							17500 1
MATHEMATICS		28000 1		19518 3	27907 7				18807 11
PHYSICS		20000 1						24800 3	
OTHER PHYSICAL & EARTH SC									23000 1
POLYMER SCIENCE				33120 1					

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27310 1805 40000/24500	25476 690 42000/20000	22100 60 28000/15000	24242 181 45000/20000	27738 29 50000/16500	27000 6	25554 6	21293 7	26777 305 49000/22000
BACHELOR - TECHNICAL	30600 1	24290 4	27500 1	21748 2	35000 4	30000 2	25500 2	27300 1	29916 8

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23547 30 39000/15000	23297 89 38400/19800	21919 65 47500/18000	18843 13	18414 15	14759 15	22318 19	20350 30 60000/13500	18352 42 26400/14000
BACHELOR - TECHNICAL			22750 2	29336 5	32610 2	31824 1	31072 21 36000/26275	30250 2	20000 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20007 27 27500/15500	23868 65 45000/17000	22474 316 50000/19000	26904 71 46000/20484	22986 34 35000/16500	22767 17	23993 880 50000/18000	18977 20 30600/13440	23676 31 43700/20000
BACHELOR - TECHNICAL	30300 2	33647 15	21600 5	35209 7	31008 7	27354 4	29692 139 50000/23200	28550 2	27500 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	22899 9	23685 42 48000/18000	21016 30 27600/16056	24000 2	28750 2		30268 5		25938 8
BACHELOR - TECHNICAL	33400 3	28937 13	24136 10	28465 3	21778 9	30211 11	29862 776 40200/24348	28982 82 36519/23795	32208 1073 55000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29129 7		26500 2			28000 1	26001 3	34200 2	24762 13
BACHELOR - TECHNICAL	31314 151 37000/27900	31898 219 39400/30000	32274 125 37800/29500	32750 189 38272/30940	32220 261 45000/27000	30772 102 36600/27500	35355 476 45600/33000	31864 345 40000/27000	31480 1162 41600/26400

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	20734 8		25200 1	15600 1	12500 2	30200 1	15000 2		17689 7
BACHELOR - TECHNICAL	30833 3		25941 9	26895 65 40000/21000	24007 7	33775 34 43680/26000	28067 21 32000/27000	22871 7	21950 25 36000/20000

AVERAGE SALARY OFFERS SEPTEMBER 1990 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	19261 18	16469 52 30000/11000	18971 8	17681 45 36000/13000	27639 97 52000/22000	27288 162 35400/24200	27597 67 38000/24000	31300 2	14000 2
BACHELOR - TECHNICAL	15993 2	18230 4	19000 2		28949 374 38000/23795	29740 105 36800/26500	30699 249 50000/26200	30920 68 38000/26640	20181 43 30000/15000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27853 189 38000/25000	24945 60 45000/16600	21147 766 42000/16500	28500 1	16060 5	21633 8		18299 352 38000/13000
BACHELOR - TECHNICAL	25033 3	29018 228 37000/26000	28452 2	28621 74 36000/20000	27907 7		20250 2	27450 42 37000/16500	19408 23 28000/16192

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990 through February 8, 1990) and cumulatively (September 1, 1989, and February 8, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/10/90/ THROUGH 2/8/90

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	41	647	$23814	$27070	$26000	$24500	$20000	74	1187	$24147	$26548	$27000	$24500	$20000
BUSINESS ADMIN (INCL MGMT	8	57	18596	22347	*	*	*	18	243	20354	21855	*	*	*
DISTRIBUTION MANAGEMENT	+	8	+	25200				+	18	+	24489			
ECONOM & FINANCE (BANKING	4	95	22400	23479	*	*	*	8	238	23700	23281	*	*	*
HOTEL/RESTAURANT MGMT.	+	8	+	19100				+	27	+	19873			
HUMAN RSRCS (incl LABOR R	1	18	19000	24153	*	*	*	1	30	19000	23762	*	*	*
MANAGEMENT INFO SYSTEMS	2	27	22860	27245	*	*	*	13	92	24238	27064	*	*	*
MARKETING/MARK MGMT (RESR	13	117	21389	23402	*	*	*	28	316	22402	22748	26700	24000	17500
REAL ESTATE	+	7	+	24880				+	9	+	25484			
COMMUNICATIONS														
ADVERTISING	+	3	+	21548				+	9	+	19227			
COMMUNICATIONS	1	25	17000	20684	*	*	*	3	69	19333	20150	*	*	*
JOURNALISM	+	5	+	18540				+	22	+	16440			
TELECOMMUN/BROADCASTING	+	3	+	17593				1	8	25200	20715	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	16	38	20381	20445	*	*	*	36	157	20220	19048	25500	19600	15000
PRE-ELEMENTARY EDUCATION	+	2	+	16374				+	7	+	14742			
PHYSICAL EDUCATION	1	2	12000	15850	*	*	*	7	18	18663	19829	*	*	*
SPECIAL EDUCATION	5	9	17998	18628	*	*	*	11	28	19058	19240	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	25000				2	31	23750	18519	*	*	*
TEXTILES & CLOTHING	+	18	+	20219				+	28	+	20269			
MERCHANDISING MANAGEMENT	+	2	+	20000				1	24	15000	18032	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	21250				+	4	+	19439			
LETTERS (incl English, Li	+	7	+	19325				1	34	21400	18543	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	20815				7	27	18063	19091	*	*	*
HUMANITIES - OTHER	+	18	+	19911				1	27	19400	20937	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	2	20000	19747	*	*	*	1	6	20000	20999	*	*	*
HISTORY	+	2	+	20877				+	5	+	20951			
POLITICAL SCIENCE/GOVT	+	3	+	18567				4	24	25750	20561	*	*	*
PSYCHOLOGY	+	9	+	20771				3	30	12833	18459	*	*	*
SOCIOLOGY	+	1	+	24000				+	6	+	20332			
SOCIAL SCIENCES-OTHER	+	2	+	16500				2	11	16065	17939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	30450				+	46	+	30616			
AGRICULTURAL	+	+	+	+				+	3	+	27999			
ARCHITECTURAL	+	11	+	30856				+	14	+	29937			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	28000			
CHEMICAL	42	125	35064	35174	37000	35220	33000	78	232	35305	34955	37500	35504	33000
CIVIL	22	94	29754	28620	33000	28500	27000	41	236	28687	27558	33000	28000	24348
COMPUTER	2	10	32600	31140	*	*	*	5	31	29144	30994	*	*	*
ELECTRICAL/ELECTRONIC	25	232	30901	31508	34500	32040	25343	52	499	31345	31283	34600	31920	27120

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	3	26	$28000	$29958	*	*	*	6	145	$29083	$30717	*	*	*
MECHANICAL	50	219	32484	32178	$34800	$33300	$29760	115	525	32827	32030	$36000	$33500	$29496
METALLURGICAL	1	5	33000	33984	*	*	*	15	35	32091	32139	*	*	*
MINING (INCL GEOLOGICAL)	10	10	26638	26638	*	*	*	12	16	27907	28961	*	*	*
NUCLEAR	+	3	+	32560				+	10	+	30060			
PETROLEUM	2	18	37450	35906	*	*	*	17	42	36451	35866	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	37	+	28417				4	72	29950	29255	*	*	*
INDUSTRIAL TECHNOLOGY	+	17	+	25000				+	19	+	24526			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	7	11	23214	21990	*	*	*	10	20	23280	22174	*	*	*
ANIMAL SCIENCES	5	8	20350	17411	*	*	*	6	11	19791	17571	*	*	*
PLANT SCIENCES	+	1	+	20000				+	3	+	21000			
NATURAL RESOURCES	+	2	+	16000				+	3	+	18000			
OTHER AGRICULTURAL SCIENC	8	9	25125	24556	*	*	*	8	11	25125	23738	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	16	88	30161	30020	*	*	*	29	209	28884	29003	33000	30000	25020
COMPUTER PROGRAMMING	+	4	+	28150				+	9	+	27181			
INFORMATION SCIENCES & SY	6	44	27883	28952	*	*	*	7	88	28357	27874	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	31860				1	10	33960	22399	*	*	*
HEALTH SCIENCES	+	+	+	+				+	12	+	21711			
NURSING	+	1	+	27000				1	8	31200	25650	*	*	*
PHARMACY	2	5	36750	37787	*	*	*	2	10	36750	34905	*	*	*
SCIENCES														
ACTUARIAL	+	2	+	27650				+	5	+	30180			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	4	+	17663			
BIOLOGICAL	2	4	13000	22750	*	*	*	5	17	15923	21874	*	*	*
CHEMISTRY	+	10	+	27896				+	17	+	26427			
GEOLOGY & GEOLOGICAL SCI	1	3	24000	23000	*	*	*	1	7	24000	21214	*	*	*
MATHEMATICS	2	11	27500	22039	*	*	*	10	43	26329	22817	*	*	*
PHYSICS	+	2	+	26550				+	5	+	25602			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	299	2180						647	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	38	539	$23904	$27006	$26000	$24500	$20000	61	962	$23982	$26730	$26000	$24500	$20000
ACCOUNTING (PRIVATE)	6	106	23517	26959	*	*	*	20	236	24875	25396	28800	25750	20000
COMMERCIAL BANKING (CNSMR	1	7	12000	19415	*	*	*	2	22	13250	20032	*	*	*
COMMERCIAL BANKING (LENDG	1	17	19500	22571	*	*	*	2	38	21750	22399	*	*	*
INVESTMT BANKING (CORP FN	+	4	+	30400				+	8	+	27720			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	21334			
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	27000			
INVESTMT BANKG (SALES & T	+	1	+	30000				+	1	+	30000			
FINANCIAL/TREASURY ANALYS	+	35	+	27514				1	76	27400	26295	*	*	*
PORTFOLIO MGMT/BROKERAGE	1	2	28800	21900	*	*	*	1	6	28800	20767	*	*	*
UNDERWRITING	1	11	20800	22136	*	*	*	2	31	19400	21888	*	*	*
INSURANCE - CLAIMS	1	6	20000	20967	*	*	*	1	23	20000	21349	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	6	+	17630			
MEDIA PLANNING	+	1	+	16000				1	6	25200	20739	*	*	*
REPORTING	+	1	+	16200				+	4	+	15740			
PRODUCTION	+	2	+	27700				+	11	+	25856			
PUBLIC RELATIONS	1	3	17000	16493	*	*	*	1	15	17000	18961	*	*	*
WRITING / EDITING	+	2	+	15700				+	10	+	18560			
MARKETING														
ADVERTISING	+	4	+	20010				+	10	+	18054			
BRAND/PRODUCT MANAGEMENT	+	7	+	23057				2	34	29250	23702	*	*	*
BUYER/MERCHANDISING	+	49	+	21249				1	76	26000	22298	*	*	*
DISTRIBUTION	+	8	+	23900				+	17	+	23495			
MARKET RESEARCH	1	3	12000	23667	*	*	*	1	6	12000	23960	*	*	*
PURCHASING	+	7	+	25731				1	10	19493	24431	*	*	*
SALES	16	114	27402	24914	*	*	*	31	312	27149	24464	33600	26500	21000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21667				1	11	32000	19658	*	*	*
FINANC,TAXA, MONETARY POL	+	3	+	22890				1	9	28000	23741	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	1	+	18000			
LAW ENFORCEMENT	+	1	+	19493				+	3	+	20664			
MILITARY	+	5	+	26437				2	32	29000	22293	*	*	*
NATIONAL SECURITY	+	1	+	32700				+	1	+	32700			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	5	+	25010				+	5	+	25010			
DESIGN / CONSTRUCT	21	131	30056	30212	33400	30000	27000	58	332	30694	29845	35000	30700	25343
ENVIRONMENTAL/SANITATION	+	11	+	28418				2	25	31353	27890	*	*	*
MANUFACTURING/INDUSTRIAL	11	146	32258	32231	*	*	*	24	385	32229	31859	34992	32502	28200
SYSTEMS / PROGRAMMING	2	35	29450	30222	*	*	*	5	70	32581	30682	*	*	*
POWER SYSTEMS	2	19	31800	30244	*	*	*	3	67	32700	31335	*	*	*
SOFTWARE DESIGN & DEVELOP	3	37	31940	31672	*	*	*	11	67	30633	31252	*	*	*
HARDWARE DESIGN & DEVELOP	1	26	30500	32690	*	*	*	5	56	28624	31737	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	5	50	$34290	$31729	*	*	*	19	128	$32840	$31079	*	*	*
TESTING	3	32	28667	29898	*	*	*	6	70	30167	30120	*	*	*
PROCESS ENGINEERING	27	112	34354	34606	$36400	$34740	$31500	59	207	34572	34397	$36600	$34980	$31500
PROJECT ENGINEERING	64	127	32019	31691	36500	33120	25980	111	247	32776	32051	37200	33500	27120
OTHER ENGINEERING	12	90	31577	30699	*	*	*	27	217	32726	30625	36504	33200	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	25555				+	14	+	21283			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	18000				1	9	14000	21690	*	*	*
NURSES / PERSONAL CARE	+	1	+	27000				1	8	31200	24475	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	3	+	25346			
PHARMACIST	2	5	36750	37787	*	*	*	2	6	36750	36522	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	+	+	+			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	2	+	17518				+	16	+	19832			
SOCIAL SERVICES														
ADMINISTRATION	1	3	12000	16567	*	*	*	1	6	12000	15947	*	*	*
COUNSELING	+	2	+	20225				2	15	16000	15743	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	13000	17180	*	*	*
SOCIAL WORK	+	1	+	18954				1	10	19400	17262	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	12	87	26893	28660	*	*	*	17	181	27042	27717	*	*	*
INFORMATION SYSTEMS	1	17	35900	27955	*	*	*	11	87	26279	26847	*	*	*
SYSTEMS ANALYSIS & DESIGN	10	38	30758	30159	*	*	*	16	96	30063	29160	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	28433				+	8	+	29675			
AGRICULTURE/NAT'L RESOURC	15	24	22083	19799	*	*	*	17	35	21368	19905	*	*	*
ARCHITECTURE	+	+	+	+				+	5	+	18130			
CONSULTING	1	34	24000	28418	*	*	*	2	81	23500	27118	*	*	*
HUMAN RESRCS /INDUS RELS	1	10	19000	24850	*	*	*	5	25	19762	23027	*	*	*
MANAGEMENT TRAINEE	15	122	20678	20705	*	*	*	32	389	23341	20684	32100	20900	15600
MATH/STATISTICIANS	1	1	25500	25500	*	*	*	3	7	23398	22184	*	*	*
PARALEGAL	1	1	20000	20000	*	*	*	2	3	18500	19333	*	*	*
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	1	25000	25000	*	*	*
RESEARCHERS - TECHNICAL	+	1	+	18000				+	6	+	23020			
TEACHING	21	60	19813	19802	25000	18200	16900	70	282	19770	18890	25000	19015	15000
TOTALS	299	2180						647	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	6	+	$27983				+	80	+	$30160			
MBA--NON-TECH	15	29	$36760	35141	*	*	*	23	71	$34648	32593	$45000	$32000	$29000
MBA--TECH	2	9	37250	34256	*	*	*	3	14	35833	36280	*	*	*
MS-BUSINESS	+	7	+	37786				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	8	+	42206				+	15	+	35257			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	3	+	31775				+	5	+	31065			
MANAGEMENT INFORMATION SY	+	1	+	38400				+	3	+	37133			
MARKETING/MKTNG MGT (RESE	+	1	+	50000				+	3	+	35271			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	3	+	22800			
ELEMENTARY EDUCATION	+	1	+	27740				1	11	19040	23002	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	1	1	24000	24000	*	*	*	3	6	24707	21915	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				+	1	+	12000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	+	1	+	20000				+	1	+	20000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	2	+	32200			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	23419			

continued

RMCPA REGIONAL Report No. 1 FEBRUARY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	$35372				+	9	+	$35688			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	2	+	38500				1	10	$30000	35791	*	*	*
CIVIL	1	13	$31800	32592	*	*	*	2	47	30900	31711	*	*	*
COMPUTER	+	+	+	+				+	1	+	39364			
ELECTRICAL/ELECTRONIC	1	15	38400	38149	*	*	*	4	43	38197	36688	*	*	*
INDUSTRIAL	+	2	+	35300				+	9	+	37056			
MECHANICAL	4	29	37935	37860	*	*	*	5	39	36348	37083	*	*	*
METALLURGICAL	5	5	38280	38280	*	*	*	5	5	38280	38280	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	+	4	+	38325				1	8	43200	38513	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	24000				+	2	+	29124			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	2	+	30500				+	3	+	32000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	12	+	41550				2	32	35700	37292	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	1	+	34800				7	11	34000	32528	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	28395				2	8	26923	32343	*	*	*
PHYSICS	+	1	+	30000				+	3	+	29917			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	29	158						59	470					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/10/90 THROUGH 2/8/90

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	11	17	$38409	$38494	*	*	*	16	34	$36813	$40276	*	*	*
MBA--TECH	+	1	+	40000				+	3	+	39333			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	5	13	43400	48377	*	*	*	13	29	37969	44776	*	*	*
MBA--TECH	+	2	+	41750				+	7	+	53371			
OVER 4 YEARS														
MBA--NON-TECH	4	9	42350	42100	*	*	*	16	28	44086	44746	*	*	*
MBA--TECH	+	+	+	+				+	3	+	67333			
TOTALS	20	42						45	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$38000				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	+	+	+				+	1	+	38000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	38000				2	5	$44500	37560	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	2	+	50500				+	9	+	48447			
CIVIL	+	1	+	37200				+	1	+	37200			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	1	+	55900				+	4	+	57975			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	2	+	45500			
METALLURGICAL	+	+	+	+				+	2	+	52560			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	2	39600	33550	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	6	+	39383			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	2	+	36000			
PHYSICS	+	+	+	+				+	3	+	42293			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	6						3	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	24006 61 30204/22000								
BUSINESS ADMIN (INCL MGMT	20000 1			21500 2		20000 1			
ECONOM & FINANCE (BANKING				12000 1					
MARKETING/MARK MGMT (RESR						17500 1	28500 1		
PSYCHOLOGY				14500 1					
CHEMICAL								31966 4	
CIVIL								25899 7	30107 7
ELECTRICAL/ELECTRONIC						32400 4	28000 1	32040 1	31050 2
INDUSTRIAL						32400 1			
MECHANICAL						31380 1	31200 1	33033 3	32220 1
MINING (INCL GEOLOGICAL)									26669 7
AGRIBUSINESS	25500 1								
OTHER AGRICULTURAL SCIENC				19500 1					
COMPUTER SCIENCE						30167 3	29700 2	25020 1	
INFORMATION SCIENCES & SY						35900 1	28200 2		
MATHEMATICS						29500 1	25200 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				22000 1					
BUSINESS ADMIN (INCL MGMT		15600 1		22267 3		16700 3			
ECONOM & FINANCE (BANKING	27400 1		21200 1						
HUMAN RSRCS (incl LABOR R				19000 1					
MANAGEMENT INFO SYSTEMS				26700 2		27000 1			
MARKETING/MARK MGMT (RESR		21000 1		21000 2		21811 9			
MERCHANDISING MANAGEMENT						15000 1			
CRIMINAL JUSTICE					20000 1				
POLITICAL SCIENCE/GOVT					17000 1				
COMPUTER SCIENCE				24561 4					
BIOLOGICAL			14000 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			25000 2						
BUSINESS ADMIN (INCL MGMT			18000 1			18154 1	23088 3		22000 1
ECONOM & FINANCE (BANKING					20000 1				
MANAGEMENT INFO SYSTEMS				27500 1		18451 3			
MARKETING/MARK MGMT (RESR			24000 1			19493 1			
COMMUNICATIONS			19000 1		22000 1				
TELECOMMUN/BROADCASTING							25200 1		
ELEMENTARY EDUCATION					20295 33 30000/15000		19400 3		
PHYSICAL EDUCATION					20888 5		13100 2		
SPECIAL EDUCATION					19058 11				
HUMAN ECOLOGY (HOME ECONO					23750 2				
LETTERS (incl English, Li					21400 1				
VISUAL & PERFORMING ARTS					18063 7				
HUMANITIES - OTHER						19400 1			
POLITICAL SCIENCE/GOVT						28000 1	29000 2		
PSYCHOLOGY									14000 1
SOCIAL SCIENCES-OTHER					19130 1				
CHEMICAL		33000 1		30000 1					
CIVIL				30902 3		25229 3	26387 6		
ELECTRICAL/ELECTRONIC				31800 1		25842 7			
INDUSTRIAL				29000 1					
MECHANICAL		32550 2		30000 1		27900 4			
METALLURGICAL		32000 1							

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PETROLEUM							26200 1		
COMPUTER SCIENCE					13000 1	28000 1	28000 3	29000 1	
INFORMATION SCIENCES & SY						19000 1			
NURSING								31200 1	
BIOLOGICAL					17872 3				
MATHEMATICS					22825 4	19493 1			

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						15000 1		21000 1	
BUSINESS ADMIN (INCL MGMT					23454 1				
MANAGEMENT INFO SYSTEMS					29120 1				
MARKETING/MARK MGMT (RESR				24000 1					26487 3
COMMUNICATIONS				17000 1					
PSYCHOLOGY			10000 1						
SOCIAL SCIENCES-OTHER			13000 1						
CHEMICAL								32000 1	35180 24 38352/34260
CIVIL						33000 1		28625 4	
ELECTRICAL/ELECTRONIC					30613 12		32800 3		35238 6
INDUSTRIAL						22000 1	35100 1		
MECHANICAL					29772 14		33319 17	27500 1	33633 14
METALLURGICAL							32265 4		
AGRIBUSINESS						23400 5			
ANIMAL SCIENCES						17374 2			
OTHER AGRICULTURAL SCIENC						25625 4			
COMPUTER SCIENCE					29640 1				34000 1
ALLIED HEALTH									33960 1
PHARMACY									36750 2
BIOLOGICAL				12000 1					
MATHEMATICS									32800 1

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING									28071 7
ECONOM & FINANCE (BANKING									28000 3
MANAGEMENT INFO SYSTEMS	24680 4	24000 1							
MARKETING/MARK MGMT (RESR					24333 3				25000 2
CHEMICAL		35520 2	33000 1	34800 1		33000 1			36263 41 39600/34500
CIVIL		29220 1			30000 1	28000 1			32283 6
COMPUTER	27930 4								34000 1
ELECTRICAL/ELECTRONIC		31926 7	34392 1		32520 1	32604 1			34501 3
INDUSTRIAL				33000 1					
MECHANICAL		31120 3	31667 3		32000 1				34564 40 38400/32400
METALLURGICAL					31500 7	32650 2			34500 1
MINING (INCL GEOLOGICAL)						26567 3			34500 1
PETROLEUM									37092 16
ENGINEERING TECHNOLOGY		28200 1			30533 3				
AGRIBUSINESS			20500 3						28800 1
ANIMAL SCIENCES			21000 4						
OTHER AGRICULTURAL SCIENC			26333 3						
COMPUTER SCIENCE	30568 5	33000 1							32200 5
INFORMATION SCIENCES & SY	28000 2								31200 1
GEOLOGY & GEOLOGICAL SCI					24000 1				
MATHEMATICS	33000 1								32000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							18000 1
ECONOM & FINANCE (BANKING							25000 1
MARKETING/MARK MGMT (RESR							17333 3
CHEMICAL				28000 1			
CIVIL						29000 1	
ELECTRICAL/ELECTRONIC							30910 2
INDUSTRIAL							23000 1
MECHANICAL			33000 2	28200 1		32950 2	32465 4
MINING (INCL GEOLOGICAL)						34000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23941 62 30204/20000			17375 4		18750 2	28500 1		
BACHELOR - TECHNICAL	25500 1			19500 1		31753 11	28600 7	29082 16	28927 17

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	27400 1	18300 2	21200 1	22578 9	18500 2	20600 14			
BACHELOR - TECHNICAL			14000 1	24561 4					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			22200 5	27500 1	20004 62 30000/16900	20057 7	21533 11		18000 2
BACHELOR - TECHNICAL		32525 4		30501 7	19740 8	25569 17	26852 10	30100 2	

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			11500 2	20500 2	26287 2	15000 1		21000 1	26487 3
BACHELOR - TECHNICAL				12000 1	30141 27 34600/27120	23788 13	33160 25 37200/31992	29000 6	34712 49 38352/33240

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24680 4	24000 1			24333 3				27542 12
BACHELOR - TECHNICAL	29463 12	31887 15	25793 15	33900 2	30759 14	29826 8			35179 117 41970/32496

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL							19000 5
BACHELOR - TECHNICAL			33000 2	28100 2		32225 4	30669 7

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24023 59 30204/20000	24633 15							
BUSINESS ADMIN (INCL MGMT	20000 1			24000 1					
ECONOM & FINANCE (BANKING		25067 3	12000 1						27400 1
MARKETING/MARK MGMT (RESR		24000 1							
PSYCHOLOGY			14500 1						
AGRIBUSINESS	25500 1	28800 1							
OTHER AGRICULTURAL SCIENC				19500 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		20800 1	20000 1						
ECONOM & FINANCE (BANKING	28800 1								
COMMUNICATIONS								17000 1	
TELECOMMUN/BROADCASTING					25200 1				
COMPUTER SCIENCE		18000 1							

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT							20000 1	32000 1	
MARKETING/MARK MGMT (RESR		25500 1	26000 1		12000 1	19493 1	23556 17		
POLITICAL SCIENCE/GOVT									28000 1
CHEMICAL							36188 3		
MECHANICAL		33000 1					32817 6		
MINING (INCL GEOLOGICAL)							29600 2		
AGRIBUSINESS							28250 2		

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
POLITICAL SCIENCE/GOVT			29000 2						
CHEMICAL							34260 1		31760 2
CIVIL							27520 21 35000/24348	31353 2	29220 1
COMPUTER							31200 1		
ELECTRICAL/ELECTRONIC							31177 7		33052 2
INDUSTRIAL									34050 2
MECHANICAL							32777 24 38400/29000		32753 14
PETROLEUM							33400 3		
ENGINEERING TECHNOLOGY							31800 1		29333 3

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMICAL					35000 1		35118 50 39600/33000	36227 19	34110 2
CIVIL			23000 1		38352 1	28000 1		30363 11	30000 2
COMPUTER			27000 2	26520 1					
ELECTRICAL/ELECTRONIC	35802 2	31800 2	34513 2	30500 1	31467 3	28000 1	33000 2	30473 17	30438 8
INDUSTRIAL									23000 1
MECHANICAL	32400 1	34500 1		29850 2	32600 12	31500 2	31780 5	33198 37 37500/31000	33884 6
METALLURGICAL					32500 2	31500 1	25000 1	33096 9	31000 2
MINING (INCL GEOLOGICAL)								26798 9	34500 1
PETROLEUM								36711 9	37814 5
COMPUTER SCIENCE	32500 1		31713 3	26400 1		30500 1			
INFORMATION SCIENCES & SY	26400 1		30000 1						
ALLIED HEALTH							33960 1		
MATHEMATICS			32900 2						

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PSYCHOLOGY			14000 1						
NURSING				31200 1					
PHARMACY						36750 2			

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT							26000 1		
MANAGEMENT INFO SYSTEMS					21907 3	24797 9	26200 1		
COMMUNICATIONS		22000 1							
PHYSICAL EDUCATION									12000 1
HUMANITIES - OTHER				19400 1					
PSYCHOLOGY		10000 1							
SOCIAL SCIENCES-OTHER			13000 1						
COMPUTER							34000 1		
INDUSTRIAL					29000 1				
AGRIBUSINESS									19750 4
ANIMAL SCIENCES									19791 6
OTHER AGRICULTURAL SCIENC									25583 6
COMPUTER SCIENCE					28944 9	30000 1	30146 11		
INFORMATION SCIENCES & SY					25000 3	35900 1	31200 1		
BIOLOGICAL	12000 1								
MATHEMATICS					29500 1		32000 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT			20203 3	17871 8					
ECONOM & FINANCE (BANKING				21200 1			25000 1		
HUMAN RSRCS (incl LABOR R			19000 1						
MARKETING/MARK MGMT (RESR				19967 6					
COMMUNICATIONS				19000 1					
ELEMENTARY EDUCATION			19200 1						20249 35 30000/15000
PHYSICAL EDUCATION									19774 6
SPECIAL EDUCATION									19058 11
HUMAN ECOLOGY (HOME ECONO									23750 2
MERCHANDISING MANAGEMENT				15000 1					
LETTERS (incl English, Li									21400 1
VISUAL & PERFORMING ARTS									18063 7
CRIMINAL JUSTICE						20000 1			
POLITICAL SCIENCE/GOVT						17000 1			
SOCIAL SCIENCES-OTHER									19130 1
CIVIL		23000 1							
ELECTRICAL/ELECTRONIC				32184 5					
INDUSTRIAL				27200 2					
MECHANICAL				32160 4					
AGRIBUSINESS				21500 2					
OTHER AGRICULTURAL SCIENC				28000 1					
COMPUTER SCIENCE									13000 1
BIOLOGICAL				14000 1					17872 3

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
GEOLOGY & GEOLOGICAL SCI		24000 1							
MATHEMATICS					23398 3				21934 3

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23956 60 30204/20000	24668 19	13250 2	24000 1					27400 1
BACHELOR - TECHNICAL	25500 1	28800 1		19500 1					

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28800 1	20800 1	20000 1		25200 1			17000 1	
BACHELOR - TECHNICAL		18000 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		25500 1	26000 1		12000 1	19493 1	23359 18	32000 1	28000 1
BACHELOR - TECHNICAL		33000 1					32397 13		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			29000 2						
BACHELOR - TECHNICAL							30694 58 38400/25343	31353 2	32289 24 35520/28200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	32581 5	32700 3	30633 11	28624 5	32840 19	30167 6	34572 59 39600/31500	32776 111 38400/27120	32726 27 41970/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL			14000 1						
BACHELOR - TECHNICAL				31200 1		36750 2			

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		16000 2	13000 1	19400 1	21907 3	24797 9	26100 2		12000 1
BACHELOR - TECHNICAL	12000 1				28143 14	32950 2	30629 14		21953 16

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL			19762 5	18704 17		18500 2	25000 1		19865 63 30000/15781
BACHELOR - TECHNICAL		23500 2		28597 15	23398 3				18917 7

AVERAGE SALARY OFFERS FEBRUARY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH		30000 1		41250 4	36000 3				
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	45000 1			30000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						23500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						30000 1			34400 6
MBA--TECH									39500 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		35000 1	33000 2						
MBA--TECH		35000 1							33000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							29000 2
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990 through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	64	734	$25215	$25614	$28000	$25960	$21000	138	2015	$24642	$26179	$27600	$25000	$20000
BUSINESS ADMIN (INCL MGMT	4	160	22075	23396	*	*	*	22	414	20667	22545	24000	20000	15600
DISTRIBUTION MANAGEMENT	+	10	+	26220				+	28	+	25108			
ECONOM & FINANCE (BANKING	4	205	22750	25105	*	*	*	12	467	23383	24149	*	*	*
HOTEL/RESTAURANT MGMT	+	4	+	20900				+	31	+	20005			
HUMAN RSRCS (incl LABOR R	+	20	+	24740				1	50	19000	24153	*	*	*
MANAGEMENT INFO SYSTEMS	+	65	+	26664				13	160	24238	26926	*	*	*
MARKETING/MARK MGMT (RESR	20	171	24138	22727	28600	24750	18000	48	501	23125	22759	28000	24000	17500
REAL ESTATE	+	5	+	22900				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	11	+	17238				+	22	+	17985			
COMMUNICATIONS	6	33	21400	19983	*	*	*	9	107	20711	20160	*	*	*
JOURNALISM	4	14	17375	18879	*	*	*	4	37	17375	17351	*	*	*
TELECOMMUN/BROADCASTING	+	5	+	13920				1	13	25200	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	11	74	19927	19103	*	*	*	47	234	20151	19142	25500	19900	15000
PRE-ELEMENTARY EDUCATION	+	15	+	17584				+	23	+	16783			
PHYSICAL EDUCATION	1	5	12000	17840	*	*	*	8	23	17830	19397	*	*	*
SPECIAL EDUCATION	3	22	19015	20796	*	*	*	14	52	19048	19876	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	30000	21280	*	*	*	3	36	25833	18902	*	*	*
TEXTILES & CLOTHING	+	2	+	24300				+	30	+	20538			
MERCHANDISING MANAGEMENT	+	4	+	20158				1	28	15000	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	1	21400	21400	*	*	*	1	6	21400	22026	*	*	*
LETTERS (incl English, Li	+	17	+	20065				1	51	21400	19050	*	*	*
VISUAL & PERFORMING ARTS	+	7	+	18000				7	35	18063	18727	*	*	*
HUMANITIES - OTHER	+	17	+	31518				1	45	19400	25247	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				1	13	20000	20583	*	*	*
HISTORY	+	3	+	25000				+	8	+	22469			
POLITICAL SCIENCE/GOVT	1	16	28500	21706	*	*	*	5	42	26300	21986	*	*	*
PSYCHOLOGY	3	21	16500	20940	*	*	*	6	53	14667	19655	*	*	*
SOCIOLOGY	2	5	22750	27900	*	*	*	2	12	22750	23624	*	*	*
SOCIAL SCIENCES-OTHER	+	4	+	16226				2	16	16065	17827	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	70	+	30699				+	116	+	30666			
AGRICULTURAL	1	12	28320	32006	*	*	*	1	15	28320	31205	*	*	*
ARCHITECTURAL	1	8	27300	30590	*	*	*	1	22	27300	30174	*	*	*
BIOENGINEERING & BIOMEDIC	+	4	+	30353				+	6	+	29568			
CHEMICAL	20	438	35489	35336	36900	35370	34320	98	673	35342	35207	37500	35504	33000
CIVIL	5	174	28800	27762	*	*	*	46	410	28699	27645	33000	28000	24348
COMPUTER	3	49	30800	32310	*	*	*	8	84	29765	31899	*	*	*
ELECTRICAL/ELECTRONIC	24	433	32148	32025	34200	31900	30000	76	950	31599	31624	35000	31900	28000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	5	151	$28638	$31196	*	*	*	11	297	$28881	$30964	*	*	*
MECHANICAL	13	512	32191	32143	*	*	*	128	1045	32762	32082	$36000	$33360	$29000
METALLURGICAL	4	39	32550	31872	*	*	*	19	74	32187	31998	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				12	16	27907	28961	*	*	*
NUCLEAR	+	5	+	31630				+	15	+	30583			
PETROLEUM	+	16	+	36788				17	58	36451	36120	*	*	*
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	1	29	34000	31576	*	*	*	5	102	30760	29934	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	29250				+	21	+	24976			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	7	15	22214	22924	*	*	*	17	36	22841	22649	*	*	*
ANIMAL SCIENCES	+	5	+	18400				6	16	19791	17830	*	*	*
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				+	4	+	17925			
OTHER AGRICULTURAL SCIENC	+	3	+	30667				8	14	25125	25223	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	134	28071	29217	*	*	*	43	370	28620	29091	33000	29900	25000
COMPUTER PROGRAMMING	+	21	+	29110				+	30	+	28531			
INFORMATION SCIENCES & SY	4	48	30352	30014	*	*	*	11	149	29083	28615	*	*	*
SYSTEMS ANALYSIS	1	2	24000	27250	*	*	*	1	2	24000	27250	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	1	37	25000	27656	*	*	*	2	48	29480	26526	*	*	*
HEALTH SCIENCES	+	4	+	24745				+	16	+	22470			
NURSING	+	14	+	27450				1	23	31200	26630	*	*	*
PHARMACY	1	7	29500	31677	*	*	*	3	17	34333	33576	*	*	*
SCIENCES														
ACTUARIAL	1	2	20000	26000	*	*	*	1	7	20000	28986	*	*	*
ARCHITECTURAL & ENVIRONME	+	7	+	26440				+	11	+	23248			
BIOLOGICAL	+	7	+	20143				5	25	15923	21780	*	*	*
CHEMISTRY	+	24	+	29107				+	42	+	28057			
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				1	9	24000	19887	*	*	*
MATHEMATICS	+	17	+	26721				10	66	26329	24250	*	*	*
PHYSICS	2	5	22500	24400	*	*	*	2	11	22500	25547	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	233	3988						880	9400					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	58	552	$25005	$25880	$28000	$25250	$21000	119	1583	$24480	$26417	$27500	$24500	$20000
ACCOUNTING (PRIVATE)	5	187	25974	24615	*	*	*	25	456	25095	25049	28800	26500	20000
COMMERCIAL BANKING (CNSMR	1	21	22000	22257	*	*	*	3	44	16167	21059	*	*	*
COMMERCIAL BANKING (LENDG	+	20	+	23674				2	60	21750	22844	*	*	*
INVESTMT BANKING (CORP FN	2	7	31350	28643	*	*	*	2	15	31350	28151	*	*	*
INVESTMT BANKNG (M & A)	+	4	+	25450				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	3	+	23067				+	6	+	25033			
INVESTMT BANKG (SALES & T	1	3	16800	16183	*	*	*	1	4	16800	19638	*	*	*
FINANCIAL/TREASURY ANALYS	2	104	24000	26452	*	*	*	3	184	25133	26306	*	*	*
PORTFOLIO MGMT/BROKERAGE	1	15	20000	20160	*	*	*	2	21	24400	20333	*	*	*
UNDERWRITING	1	7	24000	22671	*	*	*	3	39	20933	22031	*	*	*
INSURANCE - CLAIMS	+	16	+	22775				1	40	20000	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	21250				+	11	+	18616			
MEDIA PLANNING	+	3	+	16667				1	9	25200	19382	*	*	*
REPORTING	1	3	14000	16167	*	*	*	1	7	14000	15923	*	*	*
PRODUCTION	+	7	+	27094				+	19	+	25762			
PUBLIC RELATIONS	2	12	23000	23167	*	*	*	3	27	21000	20830	*	*	*
WRITING / EDITING	2	12	18200	17450	*	*	*	2	22	18200	17955	*	*	*
MARKETING														
ADVERTISING	1	14	16500	19821	*	*	*	1	28	16500	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	+	21	+	27730				2	56	29250	25173	*	*	*
BUYER/MERCHANDISING	3	20	26333	22602	*	*	*	4	97	26250	22647	*	*	*
DISTRIBUTION	+	12	+	31883				+	29	+	26966			
MARKET RESEARCH	+	9	+	27120				1	15	12000	25856	*	*	*
PURCHASING	+	9	+	22905				1	20	19493	23423	*	*	*
SALES	18	222	26281	25009	*	*	*	49	549	26830	24670	33600	26500	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	6	+	22383				1	18	32000	20519	*	*	*
FINANC,TAXA, MONETARY POL	+	5	+	18512				1	14	28000	21873	*	*	*
ECONOMIC PROGRAMS	1	10	28000	27569	*	*	*	1	11	28000	26699	*	*	*
LAW ENFORCEMENT	+	9	+	26556				+	12	+	25083			
MILITARY	+	6	+	18280				2	39	29000	21771	*	*	*
NATIONAL SECURITY	1	1	21000	21000	*	*	*	1	2	21000	26850	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	7	+	29371				+	12	+	27554			
DESIGN / CONSTRUCT	9	279	31562	30142	*	*	*	67	613	30811	29990	35000	31200	25476
ENVIRONMENTAL/SANITATION	1	31	30000	29627	*	*	*	3	56	30902	28852	*	*	*
MANUFACTURING/INDUSTRIAL	7	318	30779	32550	*	*	*	31	712	31901	32172	34500	32000	28700
SYSTEMS / PROGRAMMING	5	59	28000	30916	*	*	*	10	132	30290	30841	*	*	*
POWER SYSTEMS	8	61	32548	32242	*	*	*	11	130	32589	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	6	50	29333	31606	*	*	*	17	117	30174	31403	*	*	*
HARDWARE DESIGN & DEVELOP	2	40	30600	32181	*	*	*	7	97	29189	31794	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	129	+	$32612				19	265	$32840	$31905	*	*	*
TESTING	2	35	$31050	31190	*	*	*	8	107	30388	30487	*	*	*
PROCESS ENGINEERING	15	312	35068	35485	*	*	*	74	522	34673	35057	$36504	$34980	$32000
PROJECT ENGINEERING	15	132	32926	32696	*	*	*	126	379	32794	32276	37200	33550	27000
OTHER ENGINEERING	12	375	31927	31952	*	*	*	39	597	32480	31466	36900	33200	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				+	18	+	21693			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				1	10	14000	22371	*	*	*
NURSES / PERSONAL CARE	1	15	12000	26420	*	*	*	2	24	21600	25629	*	*	*
OCCUPATIONAL THERAPY	+	13	+	26585				+	17	+	26332			
PHARMACIST	1	1	29500	29500	*	*	*	3	7	34333	35519	*	*	*
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	+	12	+	22542				+	28	+	20993			
SOCIAL SERVICES														
ADMINISTRATION	+	7	+	19798				1	14	12000	18376	*	*	*
COUNSELING	3	11	15500	17175	*	*	*	5	27	15700	16521	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	13000	17180	*	*	*
SOCIAL WORK	+	7	+	18821				1	19	19400	18556	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	7	117	30057	29092	*	*	*	24	329	27922	28210	32500	29000	20000
INFORMATION SYSTEMS	1	81	16300	27129	*	*	*	12	172	25448	26945	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	70	26352	30501	*	*	*	20	172	29321	29793	34000	28704	25020
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	5	20000	29490	*	*	*	1	13	20000	29604	*	*	*
AGRICULTURE/NAT'L RESOURC	1	14	19000	21390	*	*	*	18	49	21236	20329	*	*	*
ARCHITECTURE	+	1	+	19200				+	6	+	18308			
CONSULTING	2	119	28000	28866	*	*	*	4	221	25750	28183	*	*	*
HUMAN RESRCS /INDUS RELS	1	14	20000	23436	*	*	*	6	41	19801	23478	*	*	*
MANAGEMENT TRAINEE	12	179	20575	22968	*	*	*	44	572	22587	21439	31500	21250	15000
MATH/STATISTICIANS	+	1	+	30600				3	8	23398	23236	*	*	*
PARALEGAL	+	2	+	12150				2	5	18500	16460	*	*	*
RESEARCHERS NON-TECHNICAL	+	3	+	23000				1	6	25000	23833	*	*	*
RESEARCHERS - TECHNICAL	+	15	+	28225				+	23	+	27089			
TEACHING	17	123	20450	19500	*	*	*	87	411	19903	19116	25000	19400	15000
TOTALS	233	3988						880	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	10	56	$27240	$27929	*	*	*	10	141	$27240	$29205	*	*	*
MBA--NON-TECH	4	46	31750	35990	*	*	*	27	143	34219	33670	$45000	$32000	$28000
MBA--TECH	1	10	37200	37650	*	*	*	4	26	36175	36812	*	*	*
MS-BUSINESS	+	+	+	+				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	17	+	39450				+	33	+	37349			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	8	+	30613				+	17	+	30102			
MANAGEMENT INFORMATION SY	+	2	+	29500				+	5	+	34080			
MARKETING/MKTNG MGT (RESE	+	3	+	39974				+	6	+	37622			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	28622				+	9	+	26681			
ELEMENTARY EDUCATION	1	11	23000	22189	*	*	*	2	23	21020	22222	*	*	*
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	2	14	21000	21471	*	*	*	5	24	23224	22129	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	1	1	21000	21000	*	*	*	1	1	21000	21000	*	*	*
HUMANITIES - OTHER	1	1	23000	23000	*	*	*	1	2	23000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	4	+	22315				+	5	+	22535			

continued

RMCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	$33843				+	16	+	$34881			
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	+	28	+	37530				1	38	$30000	37072	*	*	*
CIVIL	1	48	$37000	32433	*	*	*	3	95	32933	32076	*	*	*
COMPUTER	+	11	+	34011				+	12	+	34457			
ELECTRICAL/ELECTRONIC	1	63	34000	36823	*	*	*	5	107	37358	36776	*	*	*
INDUSTRIAL	+	18	+	34653				+	27	+	35454			
MECHANICAL	2	58	34500	36586	*	*	*	7	101	35820	36606	*	*	*
METALLURGICAL	+	11	+	36304				5	16	38280	36976	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				1	10	43200	37626	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				+	5	+	25450			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	+	6	+	32988				+	10	+	31893			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	23	+	36331				2	59	35700	36959	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	2	2	29680	29680	*	*	*	9	13	33040	32090	*	*	*
MATHEMATICS (INCL ACTUARI	+	3	+	22395				2	11	26923	29630	*	*	*
PHYSICS	+	2	+	29960				+	5	+	29934			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	26	493						85	1024					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	25	+	$43996				16	63	$36813	$41681	*	*	*
MBA--TECH	+	8	+	56875				+	12	+	51917			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	24	+	45022				13	60	37969	44642	*	*	*
MBA--TECH	+	31	+	50912				+	41	+	50948			
OVER 4 YEARS														
MBA--NON-TECH	5	26	$30840	39612	*	*	*	21	69	40932	45272	$51000	$38000	$30000
MBA--TECH	+	10	+	50670				+	17	+	56747			
TOTALS	5	124						50	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				2	10	$44500	43870	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	1	16	$51000	51968	*	*	*	1	25	51000	50700	*	*	*
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	6	+	57167				+	11	+	55900			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	47627				+	7	+	47019			
METALLURGICAL	+	4	+	49550				+	6	+	50553			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	2	39600	33550	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	30	+	46812				+	38	+	45307			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	1	1	32000	32000	*	*	*	1	3	32000	34667	*	*	*
PHYSICS	+	1	+	42000				+	7	+	41340			
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	2	68						5	126					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS — MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	24424 110 30204/?1000			22000 1		25000 1	26300 2	27000 1	
BUSINESS ADMIN (INCL MGMT	20000 1			21500 2	24000 1	20000 1			
ECONOM & FINANCE (BANKING	24000 1	17000 1		12000 1	30000 1				
MARKETING/MARK MGMT (RESR		20000 1				17500 1	25375 4		
COMMUNICATIONS		16500 1		16800 1					
JOURNALISM						15000 2			
PSYCHOLOGY				14500 1					
AGRICULTURAL									28320 1
CHEMICAL								31966 4	
CIVIL								25899 7	30107 7
ELECTRICAL/ELECTRONIC						32400 4	28000 1	31013 3	31275 4
INDUSTRIAL						32400 1			
MECHANICAL						31380 1	30600 2	33033 3	32220 1
MINING (INCL GEOLOGICAL)									26669 7
AGRIBUSINESS	25500 1								
OTHER AGRICULTURAL SCIENC				19500 1					
COMPUTER SCIENCE						30167 3	28386 14	25020 1	
INFORMATION SCIENCES & SY	31000 1					35900 1	29800 3		
MATHEMATICS						29500 1	25200 1		
PHYSICS									30000 1

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBL[illegible]HING
ACCOUNTING	20000 1		27500 2	22000 1					
BUSINESS ADMIN (INCL MGMT	15300 1	15600 1		22700 4		16700 3			
ECONOM & FINANCE (BANKING	27400 1		21200 1			20000 1			
HUMAN RSRCS (incl LABOR R				19000 1					
MANAGEMENT INFO SYSTEMS				26700 2		27000 1			
MARKETING/MARK MGMT (RESR		19000 3		21250 6		21811 9	24500 1		
COMMUNICATIONS						21300 1			
JOURNALISM			16000 1						
MERCHANDISING MANAGEMENT						15000 1			
CRIMINAL JUSTICE					20000 1				
POLITICAL SCIENCE/GOVT					17000 1				
AGRIBUSINESS	20000 1								
COMPUTER SCIENCE				24561 4		30000 1			
INFORMATION SCIENCES & SY				28704 2					
BIOLOGICAL			14000 1						

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			25000 2				19000 1	30000 2	
BUSINESS ADMIN (INCL MGMT			18000 1			18154 1	23088 3		22000 1
ECONOM & FINANCE (BANKING					20000 1				
MANAGEMENT INFO SYSTEMS				27500 1		18451 3			
MARKETING/MARK MGMT (RESR			26000 2			19493 1	28000 1		30750 2
COMMUNICATIONS			19000 1		22000 1				32000 1
JOURNALISM							23500 1		
TELECOMMUN/BROADCASTING							25200 1		
ELEMENTARY EDUCATION					20203 44 30000/15000		19400 3		
PHYSICAL EDUCATION					20883 5		13100 2	12000 1	
SPECIAL EDUCATION					19048 14				
HUMAN ECOLOGY (HOME ECONO					25833 3				
FOREIGN LANGUAGES					21400 1				
LETTERS (incl English, Li					21400 1				
VISUAL & PERFORMING ARTS					18063 7				
HUMANITIES - OTHER						19400 1			
POLITICAL SCIENCE/GOVT						28000 1	29000 2		
PSYCHOLOGY					15000 2				14000 1
SOCIAL SCIENCES-OTHER					19130 1				
CHEMICAL		33000 1		30000 1		34740 1			
CIVIL				30902 3		26114 6	26387 6		33000 1
ELECTRICAL/ELECTRONIC				32640 4		25842 7			
INDUSTRIAL				29000 1		26245 2			

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MECHANICAL		32550 2		30000 1		27900 4			
METALLURGICAL		32000 1							
PETROLEUM							26200 1		
COMPUTER SCIENCE					13000 1	28000 1	28000 3	29000 1	
INFORMATION SCIENCES & SY						19000 1			
NURSING								31200 1	
PHARMACY								29500 1	
BIOLOGICAL					17872 3				
MATHEMATICS					22825 4	19493 1			

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						21000 2		21000 1	25920 1
BUSINESS ADMIN (INCL MGMT					23454 1				
MANAGEMENT INFO SYSTEMS					29120 1				
MARKETING/MARK MGMT (RESR				24000 1					26544 5
COMMUNICATIONS		22500 1		17000 1				19300 1	
PSYCHOLOGY			14750 2						
SOCIOLOGY			17000 1						
SOCIAL SCIENCES-OTHER			13000 1						
ARCHITECTURAL								27300 1	
CHEMICAL								32000 1	35099 36 38352/34260
CIVIL						33000 1		28625 4	
ELECTRICAL/ELECTRONIC					30668 17		32800 3		35238 6
INDUSTRIAL					29850 2	22000 1	35100 1		
MECHANICAL					29982 16		33268 18	27500 1	33638 17
METALLURGICAL							32265 4		
AGRIBUSINESS						22955 11			
ANIMAL SCIENCES						17374 2			
OTHER AGRICULTURAL SCIENC						25625 4			
COMPUTER SCIENCE					29640 1				34000 1
ALLIED HEALTH						25000 1			33960 1
PHARMACY									36750 2
BIOLOGICAL				12000 1					
MATHEMATICS									32800 1

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
PHYSICS					25000 1				

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING									28272 9
BUSINESS ADMIN (INCL MGMT			25000 1						
ECONOM & FINANCE (BANKING									28000 3
MANAGEMENT INFO SYSTEMS	24680 4	24000 1							
MARKETING/MARK MGMT (RESR					22750 4				25000 2
POLITICAL SCIENCE/GOVT			28500 1						
SOCIOLOGY			28500 1						
CHEMICAL		35520 2	33000 1	36578 2		33000 1			36293 45 39600/34500
CIVIL		29220 1			30000 1	29000 2			32283 6
COMPUTER	29160 7								34000 1
ELECTRICAL/ELECTRONIC	30900 4	31798 8	34392 1		32520 1	32302 2			34645 9
INDUSTRIAL				33000 1				31000 1	
MECHANICAL		29965 4	31667 3		32350 2	33600 1			34594 42 38400/33000
METALLURGICAL					31882 11	32650 2			34500 1
MINING (INCL GEOLOGICAL)						26567 3			34500 1
PETROLEUM									37092 16
ENGINEERING TECHNOLOGY		28200 1			31400 4				
AGRIBUSINESS			20500 3						28800 1
ANIMAL SCIENCES			21000 4						
OTHER AGRICULTURAL SCIENC			26333 3						
COMPUTER SCIENCE	30568 5	33000 1							31000 6
INFORMATION SCIENCES & SY	28000 2								31200 1
SYSTEMS ANALYSIS	24000 1								

AVERAGE SALARY OFFERS — MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER — CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 — 90th: 22080 / 10th: 18330 — PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
GEOLOGY & GEOLOGICAL SCI					24000 1				
MATHEMATICS	33000 1								32000 1

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							18000 1
ECONOM & FINANCE (BANKING							25000 1
MARKETING/MARK MGMT (RESR							21400 5
CHEMICAL				28000 1			35520 2
CIVIL						29000 1	
ELECTRICAL/ELECTRONIC							30910 2
INDUSTRIAL							23000 1
MECHANICAL			33000 2	28200 1		32950 2	31772 5
MINING (INCL GEOLOGICAL)						34000 1	
ACTUARIAL							20000 1

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	24381 112 30204/21000	17833 3		18050 6	27000 2	18500 5	25683 6	27000 1	
BACHELOR - TECHNICAL	28250 2			19500 1		31753 11	28629 21 33000/25200	29240 18	28718 21 38352/25980

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20900 3	18150 4	23050 4	22336 14	18500 2	20606 16	24500 1		
BACHELOR - TECHNICAL	20000 1		14000 1	25942 6		30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL			23167 6	27500 1	19974 80 30000/15650	20057 7	21955 14	24000 3	25900 5
BACHELOR - TECHNICAL		32525 4		31227 10	19740 8	26213 23 34740/21000	26852 10	29900 3	33000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		22500 1	14875 4	20500 2	26287 2	21000 2		20150 2	26440 6
BACHELOR - TECHNICAL				12000 1	30146 37 34600/27120	23487 20 33000/17748	33130 26 37200/31992	28757 7	34704 64 38352/33300

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24680 4	24000 1	27333 3		22750 4				27746 14
BACHELOR - TECHNICAL	29678 20 33000/26520	31512 17	25793 15	35384 3	31376 20 36000/28000	30382 11		31000 1	35124 130 41970/32496

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL							21429 7
BACHELOR - TECHNICAL			33000 2	28100 2		32225 4	30429 11

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24575 116 30204/21000	25283 19	22000 1						
BUSINESS ADMIN (INCL MGMT	20000 1			24000 1					24000 1
ECONOM & FINANCE (BANKING	17000 1	25067 3	12000 1		30000 1				25700 2
MARKETING/MARK MGMT (RESR		24000 1							
COMMUNICATIONS								16800 1	
PSYCHOLOGY			14500 1						
MECHANICAL					32700 1				
AGRIBUSINESS	25500 1	23900 2							
OTHER AGRICULTURAL SCIENC				19500 1					

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		22400 2	20000 1						
ECONOM & FINANCE (BANKING	28800 1								
MARKETING/MARK MGMT (RESR									20400 1
COMMUNICATIONS								19750 2	
JOURNALISM						14000 1		23500 1	16000 1
TELECOMMUN/BROADCASTING					25200 1				
AGRIBUSINESS	20000 1								
COMPUTER SCIENCE		18000 1							

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT							20000 1	32000 1	
ECONOM & FINANCE (BANKING							20000 1		
MARKETING/MARK MGMT (RESR		25500 1	26000 1		12000 1	19493 1	24459 29 35000/18000		
COMMUNICATIONS	16500 1						32000 1		
POLITICAL SCIENCE/GOVT							28500 1		28000 1
SOCIOLOGY							28500 1		
CHEMICAL							36188 3		
ELECTRICAL/ELECTRONIC			30000 1				31200 1		
MECHANICAL		33000 1					32817 6		
MINING (INCL GEOLOGICAL)							29600 2		
AGRIBUSINESS			24500 2				26833 3		

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MARKETING/MARK MGMT (RESR	28000 1								
POLITICAL SCIENCE/GOVT			29000 2						
ARCHITECTURAL							27300 1		
CHEMICAL							34260 1		31760 2
CIVIL							27520 21 35000/24348	30902 3	29220 1
COMPUTER							31200 2		
ELECTRICAL/ELECTRONIC							31415 13		32035 3
INDUSTRIAL				21000 1					31715 6
MECHANICAL							32881 25 38400/29000		32613 16
PETROLEUM							33400 3		
ENGINEERING TECHNOLOGY							31800 1		29333 3

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AGRICULTURAL									28320 1
CHEMICAL					35000 1		35107 65 39600/33000	36257 22 38352/34680	35655 4
CIVIL			28000 2		38352 1	28000 1		30082 12	28500 4
COMPUTER			27000 2	29240 3					
ELECTRICAL/ELECTRONIC	35535 3	32398 10	34513 2	30500 1	31467 3	30033 3	33000 2	31113 20 35600/27120	30223 9
INDUSTRIAL									23000 1
MECHANICAL	31200 2	34500 1		29850 2	32600 12	31500 2	31780 5	33039 40 37500/28000	33382 11
METALLURGICAL					32500 2	31500 1	25000 1	32928 13	31000 2
MINING (INCL GEOLOGICAL)								26798 9	34500 1
PETROLEUM								36711 9	37814 5
ENGINEERING TECHNOLOGY									34000 1
COMPUTER SCIENCE	31250 2		29768 8	26400 1		30500 1		29900 1	
INFORMATION SCIENCES & SY	26400 1		30000 1						
ALLIED HEALTH							33960 1		
MATHEMATICS			32900 2						
PHYSICS	22500 2								

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PHYSICAL EDUCATION				12000 1					
PSYCHOLOGY			14000 1						
NURSING				31200 1					
PHARMACY						34333 3			

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					27600 1				
BUSINESS ADMIN (INCL MGMT							26000 1		
MANAGEMENT INFO SYSTEMS					21907 3	24797 9	26200 1		
COMMUNICATIONS		22000 1							
PHYSICAL EDUCATION									12000 1
HUMANITIES - OTHER				19400 1					
PSYCHOLOGY		13167 3							
SOCIOLOGY		17000 1							
SOCIAL SCIENCES-OTHER			13000 1						
COMPUTER							34000 1		
INDUSTRIAL					29000 1				
AGRIBUSINESS									19600 5
ANIMAL SCIENCES									19791 6
OTHER AGRICULTURAL SCIENC									25583 6
COMPUTER SCIENCE					29307 14	23150 2	29634 12		
INFORMATION SCIENCES & SY					27000 4	35900 1	29536 3		
SYSTEMS ANALYSIS							24000 1		
ACTUARIAL								20000 1	
BIOLOGICAL	12000 1								
MATHEMATICS					29500 1		32000 1		

AVERAGE SALARY OFFERS — MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION — CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 — 90th: 22080 / 10th: 18330 — PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING			20000 1						
BUSINESS ADMIN (INCL MGMT			20203 3	18326 10					
ECONOM & FINANCE (BANKING				21200 1			25000 1		
HUMAN RSRCS (incl LABOR R			19000 1						
MARKETING/MARK MGMT (RESR				20442 12					
COMMUNICATIONS				19867 3					
JOURNALISM				16000 1					
ELEMENTARY EDUCATION			19200 1						20172 46 30000/15000
PHYSICAL EDUCATION									19774 6
SPECIAL EDUCATION									19048 14
HUMAN ECOLOGY (HOME ECONO									25833 3
MERCHANDISING MANAGEMENT				15000 1					
FOREIGN LANGUAGES									21400 1
LETTERS (incl English, Li									21400 1
VISUAL & PERFORMING ARTS									18063 7
CRIMINAL JUSTICE						20000 1			
POLITICAL SCIENCE/GOVT						17000 1			
PSYCHOLOGY									20000 1
SOCIAL SCIENCES-OTHER									19130 1
CIVIL		23000 1							
ELECTRICAL/ELECTRONIC				32184 5					
INDUSTRIAL				27200 2					
MECHANICAL				32160 4					

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
AGRIBUSINESS				22500 3					
OTHER AGRICULTURAL SCIENC				28000 1					
COMPUTER SCIENCE									13000 1
INFORMATION SCIENCES & SY		31000 1							
ALLIED HEALTH		25000 1							
BIOLOGICAL				14000 1					17872 3
GEOLOGY & GEOLOGICAL SCI		24000 1							
MATHEMATICS					23398 3				21934 3

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	24472 118 30204/20000	25199 23 33000/21000	16167 3	24000 1	30000 1			16800 1	25133 3
BACHELOR - TECHNICAL	25500 1	23900 2		19500 1	32700 1				

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28800 1	22400 2	20000 1		25200 1	14000 1		21000 3	18200 2
BACHELOR - TECHNICAL	20000 1	18000 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	16500 1	25500 1	26000 1		12000 1	19493 1	24656 34 35000/20000	32000 1	28000 1
BACHELOR - TECHNICAL		33000 1	26333 3				31758 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	28000 1		29000 2						
BACHELOR - TECHNICAL				21000 1			30811 67 38400/25476	30902 3	31901 31 35520/28700

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30290 10	32589 11	30174 17	29189 7	32840 19	30388 8	34673 74 39600/32000	32794 126 38400/27000	32480 39 41970/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL			14000 1	12000 1					
BACHELOR - TECHNICAL				31200 1		34333 3			

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		15700 5	13000 1	19400 1	23330 4	24797 9	26100 2		12000 1
BACHELOR - TECHNICAL	12000 1				28840 20 35000/25000	27400 3	29678 18	20000 1	21779 17

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL			19801 6	19299 28 28000/15000		18500 2	25000 1		19989 80 30000/15650
BACHELOR - TECHNICAL		25750 4		28341 16	23398 3				18917 7

AVERAGE SALARY OFFERS MARCH 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28500 3	30000 1		41250 4	36000 3				
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	45000 1			30000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						23500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						30000 1			34400 6
MBA--TECH									39500 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		35000 1	33000 2						
MBA--TECH		35000 1							35100 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							33167 3
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (Marach 9, 1990 through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990).

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RMCPA REGIONAL Report No. 3 APRIL 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	24	369	$22782	$25882	$26500	$23750	$18000	162	2290	$24367	$26141	$27600	$24800	$20000
BUSINESS ADMIN (INCL MGMT	7	105	21686	23741	*	*	*	29	508	20913	22730	25000	20000	15300
DISTRIBUTION MANAGEMENT	+	6	+	26116				+	34	+	25285			
ECONOM & FINANCE (BANKING	8	155	24799	24892	*	*	*	20	598	23950	24324	30000	24500	17000
HOTEL/RESTAURANT MGMT.	+	+	+	+				+	31	+	20005			
HUMAN RSRCS (incl LABOR R	+	4	+	19625				1	54	19000	23817	*	*	*
MANAGEMENT INFO SYSTEMS	10	72	30650	28023	*	*	*	23	229	27026	27252	31788	27200	20000
MARKETING/MARK MGMT (RESR	9	136	23196	22648	*	*	*	57	623	23136	22720	28000	24000	18000
REAL ESTATE	+	+	+	+				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	4	+	17625				+	24	+	18049			
COMMUNICATIONS	+	13	+	20859				9	115	20711	20182	*	*	*
JOURNALISM	+	8	+	18000				4	44	17375	17500	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				1	13	25200	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	45	22500	19655	*	*	*	48	276	20200	19162	25500	19900	15000
PRE-ELEMENTARY EDUCATION	+	1	+	19050				+	23	+	16783			
PHYSICAL EDUCATION	+	8	+	19562				8	31	17830	19439	*	*	*
SPECIAL EDUCATION	1	7	17000	19934	*	*	*	15	57	18912	19926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				3	37	25833	18932	*	*	*
TEXTILES & CLOTHING	+	+	+	+				+	30	+	20538			
MERCHANDISING MANAGEMENT	+	+	+	+				1	28	15000	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	23461				1	10	21400	21646	*	*	*
LETTERS (incl English, Li	+	7	+	20471				1	58	21400	19222	*	*	*
VISUAL & PERFORMING ARTS	+	16	+	19464				7	50	18063	19057	*	*	*
HUMANITIES - OTHER	+	2	+	22500				1	46	19400	24915	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	2	18000	21000	*	*	*	2	15	19000	20639	*	*	*
HISTORY	+	4	+	18704				+	12	+	21214			
POLITICAL SCIENCE/GOVT	1	21	20000	24650	*	*	*	6	61	25250	22269	*	*	*
PSYCHOLOGY	+	17	+	21864				6	68	14667	20077	*	*	*
SOCIOLOGY	+	9	+	19144				2	20	22750	21689	*	*	*
SOCIAL SCIENCES-OTHER	1	11	17000	21136	*	*	*	3	26	16377	19028	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	34	+	29977				+	150	+	30510			
AGRICULTURAL	+	14	+	28327				1	29	28320	29815	*	*	*
ARCHITECTURAL	1	7	25500	30700	*	*	*	2	29	26400	30301	*	*	*
BIOENGINEERING & BIOMEDIC	+	14	+	31344				+	20	+	30812			
CHEMICAL	39	254	35313	35179	37500	36000	33000	137	924	35334	35197	37500	35520	33000
CIVIL	13	98	25468	27713	*	*	*	59	508	27987	27658	33000	27400	24000
COMPUTER	2	68	30248	30727	*	*	*	10	148	29862	31307	*	*	*
ELECTRICAL/ELECTRONIC	8	265	29688	31830	*	*	*	84	1197	31417	31672	34600	31650	28000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	7	92	$30769	$30491	*	*	*	18	388	$29615	$30850	*	*	*
MECHANICAL	22	259	31395	32719	$34500	$32002	$28800	150	1296	32562	32212	$35400	$33120	$28800
METALLURGICAL	4	12	33405	33727	*	*	*	23	86	32399	32239	33600	33000	31500
MINING (INCL GEOLOGICAL)	+	+	+	+				12	16	27907	28961	*	*	*
NUCLEAR	+	1	+	32220				+	16	+	30685			
PETROLEUM	8	28	35475	34011	*	*	*	25	86	36139	35434	38100	36600	33000
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	+	61	+	28311				5	162	30760	29315	*	*	*
INDUSTRIAL TECHNOLOGY	+	4	+	29960				+	25	+	25774			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	8	30	19193	21852	*	*	*	25	65	21674	22199	25500	21600	18000
ANIMAL SCIENCES	1	4	18000	17517	*	*	*	7	20	19535	17768	*	*	*
PLANT SCIENCES	1	18	24500	21831	*	*	*	1	23	24500	21694	*	*	*
NATURAL RESOURCES	+	1	+	20700				+	5	+	18480			
OTHER AGRICULTURAL SCIENC	9	13	25122	22622	*	*	*	17	27	25124	23971	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	120	31928	30303	*	*	*	51	463	29138	29402	33000	29900	25000
COMPUTER PROGRAMMING	1	4	25800	28275	*	*	*	1	34	25800	28501	*	*	*
INFORMATION SCIENCES & SY	2	44	29000	27822	*	*	*	13	180	29070	28432	*	*	*
SYSTEMS ANALYSIS	+	1	+	28980				1	3	24000	27827	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				2	48	29480	26526	*	*	*
HEALTH SCIENCES	+	5	+	15000				+	21	+	20691			
NURSING	+	1	+	23000				1	23	31200	26630	*	*	*
PHARMACY	3	3	35000	35000	*	*	*	6	20	34667	33790	*	*	*
SCIENCES														
ACTUARIAL	+	20	+	20411				1	27	20000	22634	*	*	*
ARCHITECTURAL & ENVIRONME	7	43	23357	25533	*	*	*	7	54	23357	25068	*	*	*
BIOLOGICAL	1	6	21600	20956	*	*	*	6	30	16869	21286	*	*	*
CHEMISTRY	+	24	+	30198				+	65	+	28809			
GEOLOGY & GEOLOGICAL SCI	+	9	+	25893				1	18	24000	22890	*	*	*
MATHEMATICS	4	47	29650	27741	*	*	*	14	107	27278	25600	*	*	*
PHYSICS	+	3	+	30465				2	13	22500	26262	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	212	2636						1092	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	12	282	$22796	$26278	*	*	*	131	1796	$24326	$26398	$27500	$24500	$20000
ACCOUNTING (PRIVATE)	11	82	24129	24496	*	*	*	36	505	24800	24960	28100	25960	19992
COMMERCIAL BANKING (CNSMR	+	34	+	20038				3	77	16167	20642	*	*	*
COMMERCIAL BANKING (LENDG	3	11	17367	22436	*	*	*	5	69	19120	22775	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	29733				2	18	31350	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	4	+	23997				+	10	+	24619			
INVESTMT BANKG (SALES & T	1	7	24000	19500	*	*	*	2	11	20400	19550	*	*	*
FINANCIAL/TREASURY ANALYS	1	44	18900	26584	*	*	*	4	224	23575	26424	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	4	+	22125				2	25	24400	20620	*	*	*
UNDERWRITING	+	5	+	21800				3	43	20933	22005	*	*	*
INSURANCE - CLAIMS	+	13	+	22723				1	52	20000	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18177				+	15	+	18778			
MEDIA PLANNING	+	+	+	+				1	9	25200	19382	*	*	*
REPORTING	+	3	+	15076				1	10	14000	15669	*	*	*
PRODUCTION	+	2	+	12700				+	20	+	24974			
PUBLIC RELATIONS	+	8	+	21417				3	35	21000	20964	*	*	*
WRITING / EDITING	+	6	+	18333				2	28	18200	18036	*	*	*
MARKETING														
ADVERTISING	3	8	24168	21313	*	*	*	4	32	22251	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	+	34	+	26252				2	89	29250	25626	*	*	*
BUYER/MERCHANDISING	1	26	22300	24742	*	*	*	5	122	25460	22869	*	*	*
DISTRIBUTION	+	13	+	25941				+	42	+	26649			
MARKET RESEARCH	1	17	21996	24052	*	*	*	2	32	16998	24897	*	*	*
PURCHASING	+	9	+	24722				1	28	19493	24034	*	*	*
SALES	8	143	26269	24623	*	*	*	57	677	26752	24676	33600	26500	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	4	+	20257				1	21	32000	20551	*	*	*
FINANC,TAXA, MONETARY POL	+	10	+	25090				1	24	28000	23214	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				1	11	28000	26699	*	*	*
LAW ENFORCEMENT	1	2	18000	21000	*	*	*	1	14	18000	24500	*	*	*
MILITARY	2	33	22000	21710	*	*	*	4	71	25500	21683	*	*	*
NATIONAL SECURITY	+	+	+	+				1	2	21000	26850	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	24000				+	3	+	25167			
ENGINEERING														
BIOENGINEERING	3	6	36532	33548	*	*	*	3	18	36532	29552	*	*	*
DESIGN / CONSTRUCT	20	104	27426	29946	$33456	$25950	$22000	87	715	30032	29975	35000	30500	24348
ENVIRONMENTAL/SANITATION	+	16	+	26489				3	72	30902	28327	*	*	*
MANUFACTURING/INDUSTRIAL	11	183	30516	32212	*	*	*	42	886	31538	32180	34500	32000	28200
SYSTEMS / PROGRAMMING	+	36	+	31845				10	165	30290	31019	*	*	*
POWER SYSTEMS	1	50	30000	32249	*	*	*	12	178	32373	31902	*	*	*
SOFTWARE DESIGN & DEVELOP	+	29	+	31713				17	146	30174	31465	*	*	*
HARDWARE DESIGN & DEVELOP	1	24	28500	31530	*	*	*	8	120	29103	31844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	4	77	$30903	$32894	*	*	*	23	334	$32503	$32089	$35496	$33000	$30000
TESTING	3	21	29347	30940	*	*	*	11	126	30104	30554	*	*	*
PROCESS ENGINEERING	28	207	35320	34990	$37620	$35950	$33140	102	726	34851	35034	37000	35070	33000
PROJECT ENGINEERING	27	90	32819	32940	36000	33000	30000	153	469	32798	32403	37000	33420	27120
OTHER ENGINEERING	9	297	30628	31137	*	*	*	48	889	32133	31356	36900	33000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				+	20	+	22273			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				1	10	14000	22371	*	*	*
NURSES / PERSONAL CARE	+	3	+	32667				2	26	21600	26542	*	*	*
OCCUPATIONAL THERAPY	+	2	+	23000				+	18	+	25980			
PHARMACIST	3	3	35000	35000	*	*	*	6	10	34667	35363	*	*	*
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	+	3	+	28427				+	6	+	23297			
OTHER HEALTH RELATED	+	9	+	18963				+	37	+	20500			
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				1	14	12000	18376	*	*	*
COUNSELING	1	3	17000	18667	*	*	*	6	29	15917	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	5	13000	17180	*	*	*
SOCIAL WORK	1	3	17000	21733	*	*	*	2	20	18200	18479	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	11	151	31324	29059	*	*	*	35	449	28991	28527	33000	29000	20000
INFORMATION SYSTEMS	11	46	30772	29419	*	*	*	23	214	27994	27506	33956	29000	24000
SYSTEMS ANALYSIS & DESIGN	2	64	27626	29054	*	*	*	22	230	29166	29539	33000	28504	26000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	29101				1	22	20000	29398	*	*	*
AGRICULTURE/NAT'L RESOURC	14	32	23781	20704	*	*	*	32	81	22350	20477	26000	23500	18000
ARCHITECTURE	3	8	23500	24851	*	*	*	3	14	23500	22047	*	*	*
CONSULTING	+	97	+	28645				4	297	25750	28318	*	*	*
HUMAN RESRCS /INDUS RELS	+	7	+	22770				6	46	19801	23113	*	*	*
MANAGEMENT TRAINEE	12	138	20300	22488	*	*	*	56	706	22097	21616	31380	21250	15300
MATH/STATISTICIANS	+	3	+	21412				3	11	23398	22739	*	*	*
PARALEGAL	+	3	+	16813				2	8	18500	16593	*	*	*
RESEARCHERS NON-TECHNICAL	+	17	+	21620				1	21	25000	21978	*	*	*
RESEARCHERS - TECHNICAL	+	8	+	31091				+	29	+	27939			
TEACHING	3	67	23367	19656	*	*	*	90	472	20018	19158	25500	19850	15000
TOTALS	212	2636						1092	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 3 APRIL 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	+	8	+	$27438				10	144	$27240	$29141	*	*	*
MBA--NON-TECH	23	76	$35432	37423	$45000	$33600	$28000	50	193	34777	35305	$45000	$32000	$27500
MBA--TECH	+	31	+	39125				4	55	36175	38132	*	*	*
MS-BUSINESS	+	3	+	31933				+	19	+	33679			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				+	33	+	37349			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	5	+	27823				+	18	+	29963			
MANAGEMENT INFORMATION SY	+	7	+	32933				+	12	+	33411			
MARKETING/MKTNG MGT (RESE	+	2	+	32250				+	8	+	36279			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	9	+	26681			
ELEMENTARY EDUCATION	+	2	+	19500				2	24	21020	22337	*	*	*
PHYSICAL EDUCATION	+	4	+	36024				+	5	+	33719			
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	+	5	+	24800				5	25	23224	22244	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	18000				1	2	21000	19500	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	2	23000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	6	+	29698				+	26	+	24731			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

RMCPA REGIONAL Report No. 3 APRIL 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	$34940				+	18	+	$34887			
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	+	10	+	36450				1	48	$30000	36943	*	*	*
CIVIL	1	7	$26820	31711	*	*	*	4	102	31405	32051	*	*	*
COMPUTER	+	8	+	34952				+	20	+	34655			
ELECTRICAL/ELECTRONIC	1	33	38400	37195	*	*	*	6	139	37531	36870	*	*	*
INDUSTRIAL	+	14	+	35163				+	41	+	35355			
MECHANICAL	2	27	35760	37032	*	*	*	9	124	35807	36840	*	*	*
METALLURGICAL	2	4	36700	37973	*	*	*	7	20	37829	37176	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	5	+	34834				+	6	+	33829			
PETROLEUM	2	14	37900	38749	*	*	*	3	24	39667	38281	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	5	+	25450			
HEALTH SCIENCES	1	5	16416	17403	*	*	*	1	7	16416	18374	*	*	*
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	3	+	25932				+	3	+	25932			
BIOLOGICAL	+	4	+	33861				+	6	+	29441			
CHEMISTRY	+	2	+	28880				+	11	+	31972			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	36803				2	62	35700	36881	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	2	18	39700	35038	*	*	*	11	31	34251	33802	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	37000				2	12	26923	30244	*	*	*
PHYSICS	+	4	+	29624				+	9	+	29796			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	34	324						119	1287					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	15	86	$36047	$47587	*	*	*	31	145	$36442	$45254	$42500	$38000	$29000
MBA--TECH	1	34	39600	50493	*	*	*	1	45	39600	50884	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	5	121	35120	50763	*	*	*	18	174	37178	48973	*	*	*
MBA--TECH	+	70	+	52695				+	108	+	52227			
OVER 4 YEARS														
MBA--NON-TECH	5	64	37800	52656	*	*	*	26	118	40330	47905	52000	36790	29700
MBA--TECH	+	40	+	57468				+	53	+	56744			
TOTALS	26	415						76	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	1	+	$42000				+	2	+	50000			
ECONOMICS	+	1	+	42096				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	8	+	47181				2	4	$44500	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	5	+	33400				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	2	+	47496				+	3	+	48331			
CHEMICAL	1	15	$48000	51801	*	*	*	2	40	49500	51113	*	*	*
CIVIL	+	2	+	48492				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	11	+	49361				+	21	+	53232			
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	1	3	48000	49328	*	*	*	1	10	48000	47712	*	*	*
METALLURGICAL	+	3	+	48800				+	9	+	49969			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	38698				1	7	39600	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	11	+	42695				+	47	+	44900			
GEOLOGICAL SCIENCES	+	7	+	35937				+	7	+	35937			
MATHEMATICS	1	1	35000	35000	*	*	*	2	4	33500	34750	*	*	*
PHYSICS	+	5	+	40718				+	9	+	41385			
POLYMER	+	3	+	48000				+	4	+	47250			
TOTALS	3	86						8	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	24224 122 30204/20000			22000 1		25000 1	26300 2	27000 1	
BUSINESS ADMIN (INCL MGMT	26500 2			21500 2	24000 1	17500 2	21600 1		
ECONOM & FINANCE (BANKING	24000 1	17000 1		13850 2	27000 2				
MANAGEMENT INFO SYSTEMS							30000 1		
MARKETING/MARK MGMT (RESR		20000 1				17500 1	25375 4		
COMMUNICATIONS		16500 1		16800 1					
JOURNALISM						15000 2			
PSYCHOLOGY				14500 1					
AGRICULTURAL									28320 1
ARCHITECTURAL									25500 1
CHEMICAL								31966 4	
CIVIL								25899 7	30107 7
ELECTRICAL/ELECTRONIC						32400 4	28000 1	31013 3	31275 4
INDUSTRIAL						32400 1		30500 2	
MECHANICAL						31380 1	30600 2	33020 5	32220 1
MINING (INCL GEOLOGICAL)									26669 7
AGRIBUSINESS	25500 1			18200 2					
OTHER AGRICULTURAL SCIENC				19500 1					
COMPUTER SCIENCE						30167 3	28360 15	25020 1	
INFORMATION SCIENCES & SY	31000 1					35900 1	29480 5		
ARCHITECTURAL & ENVIRONME			23083 6						
MATHEMATICS						29500 1	25200 1		
PHYSICS									20000 1

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23400 3		27500 2	20000 2		16800 1			
BUSINESS ADMIN (INCL MGMT	15300 1	15600 1		22700 4		16860 5			
ECONOM & FINANCE (BANKING	23150 2		21200 1			25998 4			
HUMAN RSRCS (incl LABOR R				19000 1					
MANAGEMENT INFO SYSTEMS				28396 3		27000 1			
MARKETING/MARK MGMT (RESR		20040 5		21250 6		21760 11	24500 1		
COMMUNICATIONS						21300 1			
JOURNALISM			16000 1						
MERCHANDISING MANAGEMENT						15000 1			
CRIMINAL JUSTICE					20000 1				
POLITICAL SCIENCE/GOVT					17000 1				
AGRIBUSINESS	20000 1								
COMPUTER SCIENCE				24561 4		30000 1			
INFORMATION SCIENCES & SY				28704 2					
BIOLOGICAL			14000 1						

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	19992 1		25125 4			21000 1	19000 1	30000 2	
BUSINESS ADMIN (INCL MGMT			18000 1			18154 1	23088 3		22000 1
ECONOM & FINANCE (BANKING					20000 1				
MANAGEMENT INFO SYSTEMS				28250 2		18451 3			
MARKETING/MARK MGMT (RESR			26000 2			21747 2	28000 1		30750 2
COMMUNICATIONS			19000 1		22000 1				32000 1
JOURNALISM							23500 1		
TELECOMMUN/BROADCASTING							25200 1		
ELEMENTARY EDUCATION					20254 45 30000/15000		19400 3		
PHYSICAL EDUCATION					20888 5		13100 2	12000 1	
SPECIAL EDUCATION					19048 14				
HUMAN ECOLOGY (HOME ECONO					25833 3				
FOREIGN LANGUAGES					21400 1				
LETTERS (incl English, Li					21400 1				
VISUAL & PERFORMING ARTS					18063 7				
HUMANITIES - OTHER						19400 1			
CRIMINAL JUSTICE							18000 1		
POLITICAL SCIENCE/GOVT						28000 1	26000 3		
PSYCHOLOGY					15000 2				14000 1
SOCIAL SCIENCES-OTHER					19130 1				
CHEMICAL		33000 1		30000 1		34740 1			
CIVIL				30902 3		26155 7	24693 14		33000 1
COMPUTER		27040 1							

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ELECTRICAL/ELECTRONIC				32640 4		25842 7			
INDUSTRIAL				29000 1		26245 2			
MECHANICAL		29283 3		32500 2		27320 5			
METALLURGICAL		32000 1							
PETROLEUM							26200 1		
AGRIBUSINESS							21600 1		
COMPUTER SCIENCE					13000 1	26844 3	25625 4	29000 1	
INFORMATION SCIENCES & SY						19000 1			
NURSING								31200 1	
PHARMACY								29500 1	
ARCHITECTURAL & ENVIRONME							25000 1		
BIOLOGICAL					18804 4				
MATHEMATICS					23460 5	19493 1			

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						21000 2		21000 1	25960 2
BUSINESS ADMIN (INCL MGMT					23454 1				
ECONOM & FINANCE (BANKING						22300 1			33500 1
MANAGEMENT INFO SYSTEMS					31538 2				
MARKETING/MARK MGMT (RESR				24000 1					26544 5
COMMUNICATIONS		22500 1		17000 1				19300 1	
SPECIAL EDUCATION			17000 1						
PSYCHOLOGY			14750 2						
SOCIOLOGY			17000 1						
SOCIAL SCIENCES-OTHER			15000 2						
ARCHITECTURAL								27300 1	
CHEMICAL					35400 1			32000 2	35071 46 38352/34140
CIVIL						33000 1		28543 7	
ELECTRICAL/ELECTRONIC					30587 19		32800 3		35238 6
INDUSTRIAL					28395 4	22000 1	35100 1		
MECHANICAL					29872 18		32916 21 37200/31992	27500 1	33638 17
METALLURGICAL							32265 4		
AGRIBUSINESS						22562 12			
ANIMAL SCIENCES						17583 3			
OTHER AGRICULTURAL SCIENC						25625 4			
COMPUTER SCIENCE					39658 4				34000 1
ALLIED HEALTH						25000 1			33960 1
PHARMACY									35700 5

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BIOLOGICAL				12000 1					
MATHEMATICS									32800 1
PHYSICS					25000 1				

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING						21632 1			28041 11
BUSINESS ADMIN (INCL MGMT			25000 1		25000 1				
ECONOM & FINANCE (BANKING									28000 3
MANAGEMENT INFO SYSTEMS	26031 7	30751 3							30000 1
MARKETING/MARK MGMT (RESR			26000 1	23502 2	22750 4				25167 3
POLITICAL SCIENCE/GOVT			28500 1						
SOCIOLOGY			28500 1						
CHEMICAL	33000 1	35680 3	33000 2	36384 3		33000 1			36160 66 39600/34500
CIVIL		29220 1			30000 1	30000 3			32283 6
COMPUTER	29160 7	33456 1							34000 1
ELECTRICAL/ELECTRONIC	30420 5	31658 10	30464 3		32520 1	32302 2	30000 1		34645 9
INDUSTRIAL		35500 1	32500 2	33000 1				31000 1	
MECHANICAL		30373 5	31700 5		31790 4	33600 1			34426 48 38400/31000
METALLURGICAL					32288 15	32650 2			34500 1
MINING (INCL GEOLOGICAL)						26567 3			34500 1
PETROLEUM									36553 24 41970/34000
ENGINEERING TECHNOLOGY		28200 1			31400 4				
AGRIBUSINESS			19829 7						28800 1
ANIMAL SCIENCES			21000 4						
PLANT SCIENCES			24500 1						
OTHER AGRICULTURAL SCIENC			25425 12						
COMPUTER SCIENCE	30040 6	33000 1							31000 6
INFORMATION SCIENCES & SY	28000 2								31200 1

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
SYSTEMS ANALYSIS	24000 1								
GEOLOGY & GEOLOGICAL SCI					24000 1				
MATHEMATICS	33000 1								31867 3

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							18000 1
BUSINESS ADMIN (INCL MGMT							23000 1
ECONOM & FINANCE (BANKING							25000 1
MARKETING/MARK MGMT (RESR							21400 5
CHEMICAL				28000 1		34350 2	35520 2
CIVIL						29000 1	
ELECTRICAL/ELECTRONIC							30910 2
INDUSTRIAL							23000 1
MECHANICAL			33000 2	28200 1		33327 3	31772 5
MINING (INCL GEOLOGICAL)						34000 1	
COMPUTER PROGRAMMING							25800 1
ACTUARIAL							20000 1
MATHEMATICS							29000 1

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	24259 125 33000/20000	17833 3		17714 7	26000 3	17917 6	25713 8	27000 1	
BACHELOR - TECHNICAL	28250 2		23083 6	18633 3		31753 11	28633 24 33000/25200	29696 22 34000/25296	28571 22 38352/25500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21967 6	19300 6	23050 4	22656 16	18500 2	21156 24 30000/16800	24500 1		
BACHELOR - TECHNICAL	20000 1		14000 1	25942 6		30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	19992 1		23688 8	28250 2	20005 81 30000/15781	20600 9	21585 16	24000 3	25900 5
BACHELOR - TECHNICAL		29982 6		31570 11	20552 10	26179 27 34740/21000	24810 21 35000/21600	29900 3	33000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		22500 1	15583 6	20500 2	28843 3	21433 3		20150 2	27268 8
BACHELOR - TECHNICAL				12000 1	30882 47 50000/27120	22999 22 33000/18000	32889 29 37200/31500	28964 11	34751 77 40000/33240

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26031 7	30751 3	27000 4	23502 2	23200 5	21632 1			27664 18
BACHELOR - TECHNICAL	29672 23 33000/27000	31950 23 36000/28600	25925 36 34392/19000	35538 4	31677 26 36000/29760	30517 12	30000 1	31000 1	35128 167 41970/32400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL							21625 8
BACHELOR - TECHNICAL			33000 2	28100 2		33097 7	29963 13

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24340 127 30204/20000	24860 30 33000/19992	22000 1						
BUSINESS ADMIN (INCL MGMT	26500 2			24000 1					24000 1
ECONOM & FINANCE (BANKING	17000 1	25067 3	12000 1	15700 1	30000 1			24000 1	23433 3
MARKETING/MARK MGMT (RESR		24000 1							
COMMUNICATIONS								16800 1	
PSYCHOLOGY			14500 1						
MECHANICAL					32700 1				
AGRIBUSINESS	25500 1	23900 2		18200 2					
OTHER AGRICULTURAL SCIENC				19500 1					

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		22400 2	20000 1						
ECONOM & FINANCE (BANKING	28800 1								
MARKETING/MARK MGMT (RESR									20400 1
COMMUNICATIONS								19750 2	
JOURNALISM						14000 1		23500 1	16000 1
TELECOMMUN/BROADCASTING					25200 1				
AGRIBUSINESS	20000 1								
COMPUTER SCIENCE		18000 1							

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT							20750 4	32000 1	
ECONOM & FINANCE (BANKING			22300 1				28123 4		
MARKETING/MARK MGMT (RESR	24168 3	25500 1	26000 1		16998 2	19493 1	24346 30 35000/18000		
COMMUNICATIONS	16500 1						32000 1		
POLITICAL SCIENCE/GOVT							28500 1		28000 1
SOCIOLOGY							28500 1		
CHEMICAL							36188 3		
ELECTRICAL/ELECTRONIC			30000 1				31200 1		
MECHANICAL		33000 1					32929 7		
MINING (INCL GEOLOGICAL)							29600 2		
AGRIBUSINESS			24500 2				26833 3		

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MARKETING/MARK MGMT (RESR	28000 1		24000 1						
CRIMINAL JUSTICE		18000 1							
POLITICAL SCIENCE/GOVT			26000 3						
ARCHITECTURAL							26400 2		
CHEMICAL						36532 3	33630 2		31760 2
CIVIL							26723 29 35000/24000	30902 3	29220 1
COMPUTER							31952 3		
ELECTRICAL/ELECTRONIC							31415 13		32035 3
INDUSTRIAL				21000 1					31223 12
MECHANICAL							32951 30 38400/29000		32052 21 35100/29760
PETROLEUM							33400 3		
ENGINEERING TECHNOLOGY							31800 1		29333 3
ARCHITECTURAL & ENVIRONME							23250 4		

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AGRICULTURAL									28320 1
CHEMICAL					34987 3	36000 1	35171 93 39600/33000	36224 24 38352/34680	35103 6
CIVIL			28000 2		38352 1	28000 1		29754 15	27116 6
COMPUTER			27000 2	29240 3		27040 1			
ELECTRICAL/ELECTRONIC	35535 3	32180 11	34513 2	29500 2	31325 4	30033 3	33000 2	30907 24 35600/27120	30061 10
INDUSTRIAL									27000 2
MECHANICAL	31200 2	34500 1		29850 2	31842 13	29333 3	31780 5	33050 47 37500/31000	32843 13
METALLURGICAL					32500 2	31500 1	25000 1	33040 17	31000 2
MINING (INCL GEOLOGICAL)								26798 9	34500 1
PETROLEUM								35913 16	38112 6
ENGINEERING TECHNOLOGY									34000 1
COMPUTER SCIENCE	31250 2		29768 8	26400 1		30500 1		29900 1	
INFORMATION SCIENCES & SY	26400 1		30000 1						
ALLIED HEALTH							33960 1		
MATHEMATICS			32900 2						
PHYSICS	22500 2								

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PHYSICAL EDUCATION				12000 1					
PSYCHOLOGY			14000 1						
NURSING				31200 1					
PHARMACY						34667 6			

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					27600 1				
BUSINESS ADMIN (INCL MGMT							26000 1		
MANAGEMENT INFO SYSTEMS					22930 4	27982 18	26200 1		
COMMUNICATIONS		22000 1							
PHYSICAL EDUCATION									12000 1
SPECIAL EDUCATION		17000 1							
HUMANITIES - OTHER				19400 1					
PSYCHOLOGY		13167 3							
SOCIOLOGY		17000 1							
SOCIAL SCIENCES-OTHER			13000 1	17000 1					
COMPUTER							34000 1		
INDUSTRIAL					29000 1				
AGRIBUSINESS									20293 8
ANIMAL SCIENCES									19535 7
PLANT SCIENCES									24500 1
OTHER AGRICULTURAL SCIENC									2530/ 15
COMPUTER SCIENCE					30451 21 50000/26280	23150 2	29373 13		
COMPUTER PROGRAMMING					25800 1				
INFORMATION SCIENCES & SY					27000 4	31300 3	29536 3		
SYSTEMS ANALYSIS							24000 1		
ACTUARIAL								20000 1	
BIOLOGICAL	12000 1								
MATHEMATICS					31033 3		30500 2		

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING			20000 1	20400 2					
BUSINESS ADMIN (INCL MGMT			20203 3	18390 13					
ECONOM & FINANCE (BANKING				23100 2			25000 1		
HUMAN RSRCS (incl LABOR R			19000 1						
MARKETING/MARK MGMT (RESR				20967 15					
COMMUNICATIONS				19867 3					
JOURNALISM				16000 1					
ELEMENTARY EDUCATION			19200 1						20222 47 30000/15000
PHYSICAL EDUCATION									19774 6
SPECIAL EDUCATION									19048 14
HUMAN ECOLOGY (HOME ECONO									25833 3
MERCHANDISING MANAGEMENT				15000 1					
FOREIGN LANGUAGES									21400 1
LETTERS (incl English, Li									21400 1
VISUAL & PERFORMING ARTS									18063 7
CRIMINAL JUSTICE						20000 1			
POLITICAL SCIENCE/GOVT						17000 1			
PSYCHOLOGY									20000 1
SOCIAL SCIENCES-OTHER									19130 1
CIVIL		23000 1							
ELECTRICAL/ELECTRONIC				32184 5					
INDUSTRIAL				27200 2					
MECHANICAL				32160 4					

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
AGRIBUSINESS				20050 6					
OTHER AGRICULTURAL SCIENC				28000 1					
COMPUTER SCIENCE									13000 1
INFORMATION SCIENCES & SY		31000 1							
ALLIED HEALTH		25000 1							
ARCHITECTURAL & ENVIRONME	23500 3								
BIOLOGICAL				14000 1					18804 4
GEOLOGY & GEOLOGICAL SCI		24000 1							
MATHEMATICS					23398 3				22950 4

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	24317 130 33000/20000	24853 34 33000/20000	16167 3	19850 2	30000 1			20400 2	23575 4
BACHELOR - TECHNICAL	25500 1	23900 2		18633 3	32700 1				

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28800 1	22400 2	20000 1		25200 1	14000 1		21000 3	18200 2
BACHELOR - TECHNICAL	20000 1	18000 1							

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22251 4	25500 1	24150 2		16998 2	19493 1	24753 41 35000/20000	32000 1	28000 1
BACHELOR - TECHNICAL		33000 1	26333 3				31873 16		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	28000 1	18000 1	25500 4						
BACHELOR - TECHNICAL				21000 1		36532 3	30032 87 38400/24348	30902 3	31538 42 35520/28200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30290 10	32373 12	30174 17	29103 8	32503 23 38352/30000	30104 11	34851 102 39600/33000	32798 153 38400/27120	32133 48 41970/26000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL			14000 1	12000 1					
BACHELOR - TECHNICAL				31200 1		34667 6			

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		15917 6	13000 1	18200 2	23864 5	27982 18	26100 2		12000 1
BACHELOR - TECHNICAL	12000 1				29846 30 50000/25000	28040 5	29473 20 34000/25020	20000 1	22683 31 30000/18240

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL			19801 6	19761 37 28000/15000		18500 2	25000 1		20020 81 30000/15781
BACHELOR - TECHNICAL	23500 3	25750 4		26645 19	23398 3				20002 9

AVERAGE SALARY OFFERS APRIL 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30500 5	30000 1		41500 6	32750 4	28000 1		47172 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	45000 2			30000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			24000 1		22500 1	26750 2			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH			30000 1			30000 1	38400 1		35425 8
MBA--TECH									39500 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		39167 3	32500 4	38000 1		33600 2			
MBA--TECH		35000 1							35100 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							33167 3
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990 through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990).

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RMCPA REGIONAL Report No. 4 MAY 1990

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	6	383	$23937	$28043	*	*	*	168	2673	$24351	$26414	$27600	$24550	$19992
BUSINESS ADMIN (INCL MGMT	2	75	28000	23955	*	*	*	31	583	21370	22888	26000	20600	15600
DISTRIBUTION MANAGEMENT	+	13	+	27205				+	47	+	25816			
ECONOM & FINANCE (BANKING	1	170	24000	25676	*	*	*	21	768	23952	24623	28992	24000	18900
HOTEL/RESTAURANT MGMT.	+	1	+	19000				+	32	+	19974			
HUMAN RSRCS (incl LABOR R	+	1	+	21000				1	55	19000	23766	*	*	*
MANAGEMENT INFO SYSTEMS	1	54	18000	28155	*	*	*	24	283	26650	27424	31788	27100	19493
MARKETING/MARK MGMT (RESR	6	118	22667	24222	*	*	*	63	741	23092	22959	26760	24000	18000
REAL ESTATE	+	4	+	28875				+	18	+	25520			
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				+	25	+	18287			
COMMUNICATIONS	+	34	+	21501				9	149	20711	20483	*	*	*
JOURNALISM	2	8	16800	17088	*	*	*	6	52	17183	17436	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				1	13	25200	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	23	21500	16670	*	*	*	49	299	20227	18970	25500	19900	15000
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	23	+	16783			
PHYSICAL EDUCATION	+	4	+	16150				8	35	17830	19063	*	*	*
SPECIAL EDUCATION	+	2	+	18000				15	59	18912	19860	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	+	4	+	20250				+	32	+	20986			
MERCHANDISING MANAGEMENT	+	7	+	23500				1	35	15000	19368	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	20901				1	15	21400	21398	*	*	*
LETTERS (incl English, Li	+	14	+	19113				1	72	21400	19200	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				7	50	18063	19057	*	*	*
HUMANITIES - OTHER	+	9	+	22256				1	55	19400	24480	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				2	15	19000	20639	*	*	*
HISTORY	+	9	+	19233				+	21	+	20365			
POLITICAL SCIENCE/GOVT	+	18	+	25057				6	79	25250	22904	*	*	*
PSYCHOLOGY	+	19	+	19006				6	87	14667	19843	*	*	*
SOCIOLOGY	+	6	+	17836				2	26	22750	20800	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	22917				3	32	16377	19757	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	27	+	30713				+	177	+	30541			
AGRICULTURAL	2	3	32500	29667	*	*	*	3	32	31107	29802	*	*	*
ARCHITECTURAL	1	2	27000	26500	*	*	*	3	31	26600	30056	*	*	*
BIOENGINEERING & BIOMEDIC	+	10	+	30432				+	30	+	30685			
CHEMICAL	39	311	35382	35216	$38000	$35800	$32000	176	1235	35345	35202	37620	35520	33000
CIVIL	21	132	31029	29260	33000	30900	28800	80	640	28786	27988	33000	28587	24000
COMPUTER	1	72	24000	31328	*	*	*	11	220	29329	31314	*	*	*
ELECTRICAL/ELECTRONIC	14	350	32061	32427	*	*	*	98	1547	31509	31843	35000	31800	28000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29600				+	2	+	$29600			
INDUSTRIAL	+	194	+	30934				18	582	$29615	30878	*	*	*
MECHANICAL	28	450	$33986	32571	$36500	$34100	$31800	178	1746	32786	32305	$36000	$33360	$29000
METALLURGICAL	13	21	33415	33079	*	*	*	36	107	32766	32404	34500	33000	31560
MINING (INCL GEOLOGICAL)	10	10	31348	31348	*	*	*	22	26	29471	29879	34000	30900	25200
NUCLEAR	+	6	+	33510				+	22	+	31456			
PETROLEUM	11	14	36578	36033	*	*	*	36	100	36273	35518	38100	36550	33000
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	5	13	31072	26893	*	*	*	10	175	30916	29135	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	30480				+	26	+	25955			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	6	23600	23833	*	*	*	30	71	21995	22337	26500	21800	17000
ANIMAL SCIENCES	1	2	13000	16500	*	*	*	8	22	18719	17652	*	*	*
PLANT SCIENCES	+	+	+	+				1	23	24500	21694	*	*	*
NATURAL RESOURCES	+	3	+	19500				+	8	+	18863			
OTHER AGRICULTURAL SCIENC	1	2	20000	20000	*	*	*	18	29	24839	23697	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	136	29333	30651	*	*	*	54	599	29149	29685	33000	29900	25000
COMPUTER PROGRAMMING	1	10	30000	29784	*	*	*	2	44	27900	28792	*	*	*
INFORMATION SCIENCES & SY	1	11	28008	26668	*	*	*	14	191	28994	28330	*	*	*
SYSTEMS ANALYSIS	+	1	+	33960				1	4	24000	29360	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				2	49	29480	26230	*	*	*
HEALTH SCIENCES	+	2	+	16400				+	23	+	20318			
NURSING	+	1	+	26686				1	24	31200	26633	*	*	*
PHARMACY	+	+	+	+				6	20	34667	33790	*	*	*
SCIENCES														
ACTUARIAL	+	33	+	31681				1	60	20000	27610	*	*	*
ARCHITECTURAL & ENVIRONME	1	5	26000	26080	*	*	*	8	59	23688	25154	*	*	*
BIOLOGICAL	+	5	+	19040				6	35	16869	20965	*	*	*
CHEMISTRY	+	5	+	27740				+	70	+	28733			
GEOLOGY & GEOLOGICAL SCI	+	2	+	19400				1	20	24000	22541	*	*	*
MATHEMATICS	4	26	29950	28194	*	*	*	18	133	27872	26107	*	*	*
PHYSICS	+	4	+	33000				2	17	22500	27848	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	16305				+	3	+	21435			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	181	2863						1270	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	2	326	$24750	$28407	*	*	*	133	2122	$24332	$26707	$27500	$24500	$20000
ACCOUNTING (PRIVATE)	4	71	23531	25563	*	*	*	40	576	24673	25035	28100	25560	19000
COMMERCIAL BANKING (CNSMR	+	14	+	21652				3	91	16167	20797	*	*	*
COMMERCIAL BANKING (LENDG	+	17	+	24182				5	86	19120	23053	*	*	*
INVESTMT BANKING (CORP FN	+	9	+	27233				2	27	31350	28021	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	30333				+	8	+	26767			
INVESTMT BANKG (REAL EST)	+	2	+	27500				+	12	+	25099			
INVESTMT BANKG (SALES & T	+	1	+	18000				2	12	20400	19421	*	*	*
FINANCIAL/TREASURY ANALYS	1	53	24000	28118	*	*	*	5	277	23660	26748	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	14	+	24964				2	39	24400	22179	*	*	*
UNDERWRITING	+	11	+	25455				3	52	20933	22850	*	*	*
INSURANCE - CLAIMS	1	11	15600	21849	*	*	*	2	63	17800	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				+	18	+	20197			
MEDIA PLANNING	+	1	+	25000				1	10	25200	19944	*	*	*
REPORTING	+	3	+	18941				1	13	14000	16424	*	*	*
PRODUCTION	+	5	+	25500				+	25	+	25079			
PUBLIC RELATIONS	+	5	+	20272				3	39	21000	20900	*	*	*
WRITING / EDITING	1	4	13000	17500	*	*	*	3	32	16467	17969	*	*	*
MARKETING														
ADVERTISING	+	2	+	24000				4	34	22251	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	2	16	21500	26625	*	*	*	4	104	25375	25819	*	*	*
BUYER/MERCHANDISING	+	17	+	23662				5	139	25460	22966	*	*	*
DISTRIBUTION	+	15	+	27937				+	57	+	26988			
MARKT / RESEARCH	1	15	25000	25990	*	*	*	3	47	19665	25246	*	*	*
PURCHASING	1	5	18000	22140	*	*	*	2	33	18747	23747	*	*	*
SALES	6	140	25033	24546	*	*	*	63	816	26588	24671	33600	26500	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				1	22	32000	20535	*	*	*
FINANC,TAXA, MONETARY POL	+	11	+	23637				1	35	28000	23347	*	*	*
ECONOMIC PROGRAMS	+	3	+	26533				1	14	28000	26664	*	*	*
LAW ENFORCEMENT	+	10	+	32868				1	24	18000	27987	*	*	*
MILITARY	+	9	+	21593				4	80	25500	21673	*	*	*
NATIONAL SECURITY	+	1	+	27000				1	3	21000	26900	*	*	*
URBAN / REGIONAL PLANNING	+	8	+	25684				+	11	+	25543			
ENGINEERING														
BIOENGINEERING	+	3	+	33407				3	21	36532	30103	*	*	*
DESIGN / CONSTRUCT	11	156	30338	31528	*	*	*	98	871	30067	30253	35000	30250	24348
ENVIRONMENTAL/SANITATION	2	41	31000	30683	*	*	*	5	113	30941	29182	*	*	*
MANUFACTURING/INDUSTRIAL	1	175	32000	32036	*	*	*	43	1059	31549	32171	34500	32000	28200
SYSTEMS / PROGRAMMING	+	82	+	31458				10	247	30290	31165	*	*	*
POWER SYSTEMS	3	62	29023	31758	*	*	*	15	240	31703	31865	*	*	*
SOFTWARE DESIGN & DEVELOP	1	43	32000	32702	*	*	*	18	189	30276	31746	*	*	*
HARDWARE DESIGN & DEVELOP	+	45	+	33049				8	165	29103	32173	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	66	$32400	$33095	*	*	*	24	400	$32498	$32255	$35496	$33000	$30000
TESTING	+	19	+	31492				11	145	30104	30668	*	*	*
PROCESS ENGINEERING	41	209	35235	35168	$37800	$35800	$32000	143	935	34961	35064	37200	35160	32000
PROJECT ENGINEERING	80	150	33349	33119	36500	33300	30000	233	619	32987	32577	36900	33300	28000
OTHER ENGINEERING	5	452	33160	31843	*	*	*	53	1341	32230	31520	36900	33000	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				+	20	+	22714			
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				1	11	14000	21610	*	*	*
NURSES / PERSONAL CARE	+	1	+	26686				2	27	21600	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	18	+	25980			
PHARMACIST	+	+	+	+				6	10	34667	35363	*	*	*
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				+	6	+	23297			
OTHER HEALTH RELATED	+	4	+	18125				+	37	+	20310			
SOCIAL SERVICES														
ADMINISTRATION	+	5	+	17265				1	19	12000	18084	*	*	*
COUNSELING	+	9	+	17529				6	37	15917	16995	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	18200				1	6	13000	17350	*	*	*
SOCIAL WORK	+	6	+	17336				2	25	18200	18257	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	79	28300	28975	*	*	*	37	528	28954	28594	33000	29000	20000
INFORMATION SYSTEMS	+	42	+	30871				23	256	27994	28058	33956	29000	24000
SYSTEMS ANALYSIS & DESIGN	7	67	29001	31277	*	*	*	29	297	29127	29931	33000	29000	25020
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	45	+	31680				1	67	20000	30931	*	*	*
AGRICULTURE/NAT'L RESOURC	4	10	22000	21150	*	*	*	36	91	22311	20551	26000	23500	17748
ARCHITECTURE	1	2	26000	22100	*	*	*	4	16	24125	22053	*	*	*
CONSULTING	+	101	+	29947				4	395	25750	28767	*	*	*
HUMAN RESRCS /INDUS RELS	+	3	+	25333				6	49	19801	23249	*	*	*
MANAGEMENT TRAINEE	1	135	20000	24079	*	*	*	57	833	22060	22065	31380	21200	15300
MATH/STATISTICIANS	+	5	+	23237				3	16	23398	22895	*	*	*
PARALEGAL	+	2	+	19000				2	10	18500	17074	*	*	*
RESEARCHERS NON-TECHNICAL	+	3	+	15687				1	24	25000	21192	*	*	*
RESEARCHERS - TECHNICAL	+	5	+	25972				+	34	+	27650			
TEACHING	2	27	22750	17404	*	*	*	89	485	19883	19070	25000	19900	15000
TOTALS	181	2863						1270	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	34	+	$31997				10	178	$27240	$29687	*	*	*
MBA--NON-TECH	+	63	+	38015				50	256	34777	35972	$45000	$32000	$27500
MBA--TECH	+	8	+	39250				4	63	36175	38274	*	*	*
MS-BUSINESS	+	1	+	43400				+	20	+	34165			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	5	+	36390				+	38	+	37222			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	7	+	33086				+	25	+	30838			
MANAGEMENT INFORMATION SY	+	7	+	36940				+	19	+	34711			
MARKETING/MKTNG MGT (RESE	+	4	+	34063				+	12	+	35540			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				+	13	+	26702			
ELEMENTARY EDUCATION	+	+	+	+				2	24	21020	22337	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	5	+	33719			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	24000				5	26	23224	22311	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				+	2	+	24350			
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				1	2	21000	19500	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	2	23000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	26	+	24731			
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

RMCPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	12	+	$36136				+	30	+	$35387			
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	2	+	36000			
CHEMICAL	+	4	+	37565				1	52	$30000	36991	*	*	*
CIVIL	+	11	+	32655				4	113	31405	32109	*	*	*
COMPUTER	+	+	+	+				+	20	+	34655			
ELECTRICAL/ELECTRONIC	+	37	+	37370				6	176	37531	36975	*	*	*
INDUSTRIAL	+	15	+	37887				+	56	+	36033			
MECHANICAL	1	34	$37800	37502	*	*	*	10	158	36006	36982	*	*	*
METALLURGICAL	1	1	36000	36000	*	*	*	8	21	37600	37120	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	3	+	35521				+	9	+	34393			
PETROLEUM	+	1	+	36000				3	25	39667	38190	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				+	7	+	25635			
HEALTH SCIENCES	+	+	+	+				1	7	16416	18374	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				+	6	+	29441			
CHEMISTRY	+	4	+	31000				+	15	+	31713			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	24	+	36852				2	86	35700	36873	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	3	+	25067				11	34	34251	33031	*	*	*
MATHEMATICS (INCL ACTUARI	+	6	+	33117				2	18	26923	31201	*	*	*
PHYSICS	+	+	+	+				+	9	+	29796			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	2	297						121	1584					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	43	+	$46322				31	188	$36442	$45498	$42500	$38000	$29000
MBA--TECH	+	17	+	48894				1	62	39600	50338	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	85	+	48912				18	259	37178	48953	*	*	*
MBA--TECH	+	37	+	54009				+	145	+	52682			
OVER 4 YEARS														
MBA--NON-TECH	+	38	+	45826				26	156	40330	47399	52000	36790	29700
MBA--TECH	+	20	+	54620				+	73	+	56162			
TOTALS	+	240						76	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	2	+	50000			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	14	$44500	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	$36000				+	2	+	32520			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	28200				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	48331			
CHEMICAL	1	41	$50000	50254	*	*	*	3	81	49667	50678	*	*	*
CIVIL	+	+	+	+				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	4	+	56300				+	25	+	53723			
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	6	+	46832				1	16	48000	47382	*	*	*
METALLURGICAL	1	7	49000	46396	*	*	*	1	16	49000	48406	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	7	39600	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	8	+	43726				+	55	+	44729			
GEOLOGICAL SCIENCES	2	2	41350	41350	*	*	*	2	9	41350	37140	*	*	*
MATHEMATICS	+	+	+	+				2	4	33500	34750	*	*	*
PHYSICS	+	+	+	+				+	9	+	41385			
POLYMER	+	+	+	+				+	4	+	47250			
TOTALS	4	70						12	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	24231 125 30204/20000			22000 1		25000 1	26300 2	27000 1	
BUSINESS ADMIN (INCL MGMT	26500 2			21500 2	24000 1	17500 2	23800 2		
ECONOM & FINANCE (BANKING	24000 1	17000 1		17233 3	27000 2				
MANAGEMENT INFO SYSTEMS							30000 1		
MARKETING/MARK MGMT (RESR		20000 1				17500 1	25375 4		
COMMUNICATIONS		16500 1		16800 1					
JOURNALISM						15000 2			
PSYCHOLOGY				14500 1					
AGRICULTURAL									28320 1
ARCHITECTURAL									26250 2
CHEMICAL								32340 9	
CIVIL								28706 16	30107 7
ELECTRICAL/ELECTRONIC						32400 4	28000 1	31260 4	31275 4
INDUSTRIAL						32400 1		30500 2	
MECHANICAL						31380 1	30600 2	33017 6	32220 1
METALLURGICAL								32000 1	
MINING (INCL GEOLOGICAL)									26669 7
ENGINEERING TECHNOLOGY								31200 1	
AGRIBUSINESS	25500 1			18200 2					
ANIMAL SCIENCES						13000 1			
OTHER AGRICULTURAL SCIENC				19500 1					
COMPUTER SCIENCE						30167 3	28360 15	25020 1	
INFORMATION SCIENCES & SY	31000 1					35900 1	29480 5		

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL & ENVIRONME			23500 7						
MATHEMATICS						29500 1	25200 1	31200 1	
PHYSICS									20000 1

AVERAGE SALARY OFFERS MAY 1990 RHCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23400 3		27500 2	20000 2		16800 1			
BUSINESS ADMIN (INCL MGMT	15300 1	15600 1		22700 4		19050 6			
ECONOM & FINANCE (BANKING	23150 2		21200 1			25998 4			
HUMAN RSRCS (incl LABOR R				19000 1					
MANAGEMENT INFO SYSTEMS				28396 3		22500 2			
MARKETING/MARK MGMT (RESR		20040 5		21250 6		22335 16	24500 1		
COMMUNICATIONS						21300 1			
JOURNALISM			16000 1	15600 1		18000 1			
MERCHANDISING MANAGEMENT						15000 1			
CRIMINAL JUSTICE					20000 1				
POLITICAL SCIENCE/GOVT					17000 1				
AGRIBUSINESS	20000 1								
COMPUTER SCIENCE				24561 4		30000 1			
INFORMATION SCIENCES & SY				28472 3					
BIOLOGICAL			14000 1						

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	19992 1		25125 4	24324 1		21000 1	19000 1	30000 2	
BUSINESS ADMIN (INCL MGMT			18000 1			18154 1	23088 3		22000 1
ECONOM & FINANCE (BANKING					20000 1				
MANAGEMENT INFO SYSTEMS				28250 2		18451 3			
MARKETING/MARK MGMT (RESR			26000 2			21747 2	28000 1		30750 2
COMMUNICATIONS			19000 1		22000 1				32000 1
JOURNALISM							23500 1		
TELECOMMUN/BROADCASTING							25200 1		
ELEMENTARY EDUCATION					20281 46 30000/15000		19400 3		
PHYSICAL EDUCATION					20888 5		13100 2	12000 1	
SPECIAL EDUCATION					19048 14				
FOREIGN LANGUAGES					21400 1				
LETTERS (incl English, Li					21400 1				
VISUAL & PERFORMING ARTS					18063 7				
HUMANITIES - OTHER						19400 1			
CRIMINAL JUSTICE							18000 1		
POLITICAL SCIENCE/GOVT						28000 1	26000 3		
PSYCHOLOGY					15000 2				14000 1
SOCIAL SCIENCES-OTHER					19130 1				
CHEMICAL		33000 1		30000 1		34740 1			
CIVIL				30427 4		26155 7	24693 14		33000 1
COMPUTER		27040 1			24000 1				
ELECTRICAL/ELECTRONIC				31726 5		25842 7			

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
INDUSTRIAL				29000 1		26245 2			
MECHANICAL		29283 3		32500 2		28317 6			
METALLURGICAL		32000 1							
MINING (INCL GEOLOGICAL)				31800 1					
PETROLEUM							26200 1		
ENGINEERING TECHNOLOGY				34000 1					
AGRIBUSINESS							21600 1		
COMPUTER SCIENCE					13000 1	26844 3	25625 4	29000 1	
INFORMATION SCIENCES & SY						19000 1			
NURSING								31200 1	
PHARMACY								29500 1	
ARCHITECTURAL & ENVIRONME							25000 1		
BIOLOGICAL					18804 4				
MATHEMATICS					23460 5	19493 1			

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING			18200 1			21000 2		21000 1	25960 2
BUSINESS ADMIN (INCL MGMT					23454 1				
ECONOM & FINANCE (BANKING						22300 1			33500 1
MANAGEMENT INFO SYSTEMS					31538 2				
MARKETING/MARK MGMT (RESR				24000 1				18000 1	26544 5
COMMUNICATIONS		22500 1		17000 1				19300 1	
SPECIAL EDUCATION			17000 1						
PSYCHOLOGY			14750 2						
SOCIOLOGY			17000 1						
SOCIAL SCIENCES-OTHER			15000 2						
ARCHITECTURAL								27300 1	
CHEMICAL					35400 1		34200 1	34248 5	35072 47 38352/34140
CIVIL						33000 1		29800 15	
ELECTRICAL/ELECTRONIC					30735 21 33200/28900		32800 3	32250 2	35238 6
INDUSTRIAL					28395 4	22000 1	35100 1		
MECHANICAL					29816 19		33138 22 37800/31992	27850 2	33647 18
METALLURGICAL							32265 4		33500 1
MINING (INCL GEOLOGICAL)								28500 1	
ENGINEERING TECHNOLOGY							32400 1		
AGRIBUSINESS						22734 16			
ANIMAL SCIENCES						17583 3			
OTHER AGRICULTURAL SCIENC						24500 5			
COMPUTER SCIENCE					36726 5				34000 1

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ALLIED HEALTH						25000 1			33960 1
PHARMACY									35700 5
BIOLOGICAL				12000 1					
MATHEMATICS									32800 1
PHYSICS					25000 1				

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING						21632 1			28004 12
BUSINESS ADMIN (INCL MGMT			25000 1		25000 1				
ECONOM & FINANCE (BANKING									28000 3
MANAGEMENT INFO SYSTEMS	26031 7	30751 3							30000 1
MARKETING/MARK MGMT (RESR			26000 1	23502 2	22750 4				25167 3
POLITICAL SCIENCE/GOVT			28500 1						
SOCIOLOGY			28500 1						
AGRICULTURAL			33000 1						
CHEMICAL	32500 2	34860 4	33000 2	36138 4	31200 1	34020 2			36223 89 39600/34500
CIVIL		29220 1			30000 1	30000 3			32344 9
COMPUTER	29160 7	33456 1							34000 1
ELECTRICAL/ELECTRONIC	30420 5	31507 11	30464 3		32520 1	32651 4	30000 1		33986 14
INDUSTRIAL		35500 1	32500 2	33000 1				31000 1	
MECHANICAL		30611 6	31700 5		31468 5	34800 2			34572 63 38600/32400
METALLURGICAL					32737 22 36000/32000	32860 5			34250 2
MINING (INCL GEOLOGICAL)						30262 11			34500 1
PETROLEUM									36561 35 41970/34000
ENGINEERING TECHNOLOGY		28200 1			31072 5				
AGRIBUSINESS			20475 8						28800 1
ANIMAL SCIENCES			21000 4						
PLANT SCIENCES			24500 1						
OTHER AGRICULTURAL SCIENC			25425 12						
COMPUTER SCIENCE	30040 6	33000 1							31125 8

AVERAGE SALARY OFFERS MAY 1990 RNCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER PROGRAMMING									30000 1
INFORMATION SCIENCES & SY	28000 2								31200 1
SYSTEMS ANALYSIS	24000 1								
GEOLOGY & GEOLOGICAL SCI					24000 1				
MATHEMATICS	33000 1								30700 6

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							18000 1
BUSINESS ADMIN (INCL MGMT							23000 1
ECONOM & FINANCE (BANKING							25000 1
MARKETING/MARK MGMT (RESR							21400 5
AGRICULTURAL							32000 1
CHEMICAL				28000 1		35167 3	35520 2
CIVIL						29000 1	
ELECTRICAL/ELECTRONIC							30910 2
INDUSTRIAL							23000 1
MECHANICAL			33000 2	28200 1		33513 6	31810 6
MINING (INCL GEOLOGICAL)						34000 1	
ENGINEERING TECHNOLOGY			28000 1				
COMPUTER PROGRAMMING							25800 1
ACTUARIAL							20000 1
MATHEMATICS							29000 1

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	24264 128 33000/20000	17833 3		18500 8	26000 3	17917 6	25744 9	27000 1	
BACHELOR - TECHNICAL	28250 2		23500 7	18633 3		30190 12	28633 24 33000/25200	30583 41 38000/27000	28503 23 38352/25500

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21967 6	19300 6	23050 4	22240 17	18500 2	21617 32 30000/16800	24500 1		
BACHELOR - TECHNICAL	20000 1		14000 1	26237 7		30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	19992 1		23688 8	26941 3	19803 79 30000/15650	20600 9	21585 16	24000 3	25900 5
BACHELOR - TECHNICAL		29982 6		31342 15	20865 11	26433 28 34740/21000	24810 21 35000/21600	29900 3	33000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		22500 1	15957 7	20500 2	28843 3	21433 3		19433 3	27268 8
BACHELOR - TECHNICAL				12000 1	30776 51 50000/27120	22925 27 33000/17748	33068 32 37800/31560	30548 26 36800/27300	34728 80 40000/33240

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26031 7	30751 3	27000 4	23502 2	23200 5	21632 1			27661 19
BACHELOR - TECHNICAL	29769 24 33000/27000	31887 26 36000/28600	26087 38 34392/19000	35510 5	31962 36 36000/29760	31682 27 36000/28000	30000 1	31000 1	35102 231 41970/32000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL							21625 8
BACHELOR - TECHNICAL			31333 3	28100 2		33598 11	30235 15

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24347 129 30204/20000	24703 34 33000/19992	22000 1						
BUSINESS ADMIN (INCL MGMT	26500 2			24000 1					24000 1
ECONOM & FINANCE (BANKING	17000 1	25067 3	12000 1	15700 1	30000 1			24000 1	23575 4
MARKETING/MARK MGMT (RESR		24000 1							
COMMUNICATIONS								16800 1	
PSYCHOLOGY			14500 1						
MECHANICAL					32700 1				
AGRIBUSINESS	25500 1	23900 2		18200 2					
OTHER AGRICULTURAL SCIENC				19500 1					

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		22400 2	20000 1						
ECONOM & FINANCE (BANKING	28800 1								
MARKETING/MARK MGMT (RESR									20400 1
COMMUNICATIONS								19750 2	
JOURNALISM			15600 1			14000 1		23500 1	16000 1
TELECOMMUN/BROADCASTING					25200 1				
AGRIBUSINESS	20000 1								
ANIMAL SCIENCES									13000 1
COMPUTER SCIENCE		18000 1							

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT							22600 5	32000 1	
ECONOM & FINANCE (BANKING			22300 1				28123 4		
MANAGEMENT INFO SYSTEMS		18000 1							
MARKETING/MARK MGMT (RESR	24168 3	25250 2	26000 1		19665 3	19493 1	24012 33 35000/18000		
COMMUNICATIONS	16500 1						32000 1		
JOURNALISM						18000 1			
POLITICAL SCIENCE/GOVT							28500 1		28000 1
SOCIOLOGY							28500 1		
CHEMICAL							36188 3		
ELECTRICAL/ELECTRONIC			30000 1				31200 1		
MECHANICAL		33000 1					32338 8		
MINING (INCL GEOLOGICAL)							29600 2		
AGRIBUSINESS			24500 2				27625 4		

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
MARKETING/MARK MGMT (RESR	28000 1		24000 1						
CRIMINAL JUSTICE		18000 1							
POLITICAL SCIENCE/GOVT			26000 3						
AGRICULTURAL									32000 1
ARCHITECTURAL							26400 2		
CHEMICAL						36532 3	33630 2		31760 2
CIVIL							27308 36 35000/24000	30941 5	29220 1
COMPUTER							31952 3		
ELECTRICAL/ELECTRONIC							31415 13		32035 3
INDUSTRIAL				21000 1					31223 12
MECHANICAL							32967 32 38400/29000		32052 21 35100/29760
PETROLEUM							33400 3		
ENGINEERING TECHNOLOGY							30333 3		29333 3
ARCHITECTURAL & ENVIRONME							23250 4		

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AGRICULTURAL									30660 2
ARCHITECTURAL								27000 1	
CHEMICAL			32000 1		34987 3	36000 1	35252 129 39600/33000	36177 26 38352/34500	35103 6
CIVIL			28000 2		38352 1	28000 1		30552 25 34500/27996	28337 8
COMPUTER			27000 2	29240 3		27040 1			
ELECTRICAL/ELECTRONIC	35535 3	31311 13	34513 2	29500 2	31325 4	30033 3	32000 3	31663 34 36500/27120	30146 11
INDUSTRIAL									27000 2
MECHANICAL	31200 2	34500 1		29850 2	31842 13	29333 3	32483 6	33379 70 38600/31000	33197 14
METALLURGICAL					32500 2	31500 1	31750 4	33114 27 36000/32000	31000 2
MINING (INCL GEOLOGICAL)								29193 19	34500 1
PETROLEUM								36184 27 41960/33000	38112 6
ENGINEERING TECHNOLOGY		34000 1			32400 1			29760 1	34000 1
COMPUTER SCIENCE	31250 2		29768 8	26400 1		30500 1		27450 2	
INFORMATION SCIENCES & SY	26400 1		30000 1						
ALLIED HEALTH							33960 1		
MATHEMATICS			32900 2					31200 1	
PHYSICS	22500 2								

AVERAGE SALARY OFFERS MAY 1990 RHCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
PHYSICAL EDUCATION				12000 1					
PSYCHOLOGY			14000 1						
NURSING				31200 1					
PHARMACY						34667 6			

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					27600 1				
BUSINESS ADMIN (INCL MGMT					26000 1		26000 1		
MANAGEMENT INFO SYSTEMS					22930 4	27982 18	26200 1		
MARKETING/MARK MGMT (RESR							24000 1		
COMMUNICATIONS		22000 1							
PHYSICAL EDUCATION									12000 1
SPECIAL EDUCATION		17000 1							
HUMANITIES - OTHER				19400 1					
PSYCHOLOGY		13167 3							
SOCIOLOGY		17000 1							
SOCIAL SCIENCES-OTHER			13000 1	17000 1					
COMPUTER							34000 1		
INDUSTRIAL					29000 1				
AGRIBUSINESS									20862 12
ANIMAL SCIENCES									19535 7
PLANT SCIENCES									24500 1
OTHER AGRICULTURAL SCIENC									25307 15
COMPUTER SCIENCE					30458 22 50000/26280	23150 2	29590 14		
COMPUTER PROGRAMMING					25800 1		30000 1		
INFORMATION SCIENCES & SY					27000 4	31300 3	29154 4		
SYSTEMS ANALYSIS							24000 1		
ACTUARIAL								20000 1	
BIOLOGICAL	12000 1								

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
MATHEMATICS					31033 3		29920 5		

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING			20000 1	20400 2					
BUSINESS ADMIN (INCL MGMT			20203 3	18390 13					
ECONOM & FINANCE (BANKING				23100 2			25000 1		
HUMAN RSRCS (incl LABOR R			19000 1						
MARKETING/MARK MGMT (RESR				20967 15					
COMMUNICATIONS				19867 3					
JOURNALISM				16000 1					
ELEMENTARY EDUCATION			19200 1						20248 48 30000/15000
PHYSICAL EDUCATION									19774 6
SPECIAL EDUCATION									19048 14
MERCHANDISING MANAGEMENT				15000 1					
FOREIGN LANGUAGES									21400 1
LETTERS (incl English, Li									21400 1
VISUAL & PERFORMING ARTS									18063 7
CRIMINAL JUSTICE						20000 1			
POLITICAL SCIENCE/GOVT						17000 1			
PSYCHOLOGY									20000 1
SOCIAL SCIENCES-OTHER									19130 1
CIVIL		23000 1							
COMPUTER									24000 1
ELECTRICAL/ELECTRONIC				32184 5					
INDUSTRIAL				27200 2					
MECHANICAL				32160 4					

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
AGRIBUSINESS				20050 6					
OTHER AGRICULTURAL SCIENC				24000 2					
COMPUTER SCIENCE									13000 1
INFORMATION SCIENCES & SY		31000 1							
ALLIED HEALTH		25000 1							
ARCHITECTURAL & ENVIRONME	24125 4								
BIOLOGICAL				14000 1					18804 4
GEOLOGY & GEOLOGICAL SCI		24000 1							
MATHEMATICS					23398 3				22950 4

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	24324 132 33000/20000	24714 38 33000/19992	16167 3	19850 2	30000 1			20400 2	23660 5
BACHELOR - TECHNICAL	25500 1	23900 2		18633 3	32700 1				

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	28800 1	22400 2	17800 2		25200 1	14000 1		21000 3	18200 2
BACHELOR - TECHNICAL	20000 1	18000 1							13000 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	22251 4	22833 3	24150 2		19665 3	18747 2	24597 45 35000/18000	32000 1	28000 1
BACHELOR - TECHNICAL		33000 1	26333 3				31565 18		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	28000 1	18000 1	25500 4						
BACHELOR - TECHNICAL				21000 1		36532 3	30067 98 38400/24348	30941 5	31549 43 35520/28200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30290 10	31703 15	30276 18	29103 8	32498 24 38352/30000	30104 11	34961 143 39600/32000	32987 233 41960/28000	32230 53 41970/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL			14000 1	12000 1					
BACHELOR - TECHNICAL				31200 1		34667 6			

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		15917 6	13000 1	18200 2	24220 6	27982 18	25400 3		12000 1
BACHELOR - TECHNICAL	12000 1				29870 31 50000/25800	28040 5	29557 26 34000/26196	20000 1	22605 35 30000/18000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL			19801 6	19761 37 28000/15000		18500 2	25000 1		19818 79 30000/15650
BACHELOR - TECHNICAL	24125 4	25750 4		26313 20 35400/18000	23398 3				20402 10

AVERAGE SALARY OFFERS MAY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	30500 5	30000 1		41500 6	32750 4	28000 1		47172 2	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	45000 2			30000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERM	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			24000 1		22500 1	26750 2			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH			30000 1			30000 1	38400 1		35425 8
MBA--TECH									39500 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		39167 3	32500 4	38000 1		33600 2			
MBA--TECH		35000 1							35100 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							33167 3
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (May 2, 1990 through June 4, 1990) and cumulatively (September 1, 1989, and June 4, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	214	1667	$24305	$26627	$29700	$25000	$18000	382	4340	$24326	$26496	$28800	$25000	$19000
BUSINESS ADMIN (INCL MGMT	56	680	20792	23688	27000	20290	16000	87	1263	20998	23318	27000	20330	15600
DISTRIBUTION MANAGEMENT	+	26	+	24580				+	73	+	25376			
ECONOM & FINANCE (BANKING	129	1114	24208	25527	30000	24000	18000	150	1882	24172	25158	30000	24000	18000
HOTEL/RESTAURANT MGMT.	+	88	+	21306				+	120	+	20951			
HUMAN RSRCS (incl LABOR R	5	49	19930	22514	*	*	*	6	104	19775	23176	*	*	*
MANAGEMENT INFO SYSTEMS	29	192	26920	27595	31992	27804	22992	53	475	26798	27493	31992	27200	20016
MARKETING/MARK MGMT (RESR	105	795	23462	23902	27600	23000	18000	168	1536	23323	23447	27600	24000	18000
REAL ESTATE	+	6	+	20850				+	24	+	24353			
COMMUNICATIONS														
ADVERTISING	8	40	21906	22044	*	*	*	8	65	21906	20599	*	*	*
COMMUNICATIONS	5	115	18240	21435	*	*	*	14	264	19829	20898	*	*	*
JOURNALISM	5	51	17460	20602	*	*	*	11	103	17309	19004	*	*	*
TELECOMMUN/BROADCASTING	+	51	+	21250				1	64	25200	20610	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	10	75	19375	19837	*	*	*	59	374	20083	19144	25500	19999	14900
PRE-ELEMENTARY EDUCATION	+	4	+	19125				+	27	+	17130			
PHYSICAL EDUCATION	3	9	24997	20580	*	*	*	11	44	19785	19373	*	*	*
SPECIAL EDUCATION	+	27	+	19754				15	86	18912	19827	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	18682				+	12	+	18292			
TEXTILES & CLOTHING	4	101	17901	20759	*	*	*	4	133	17901	20814	*	*	*
MERCHANDISING MANAGEMENT	5	18	19601	20617	*	*	*	6	53	18834	19792	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	11	23	27363	24304	*	*	*	12	38	26866	23157	*	*	*
LETTERS (incl English, Li	12	85	21412	22374	*	*	*	13	157	21411	20918	*	*	*
VISUAL & PERFORMING ARTS	4	18	27777	24362	*	*	*	11	68	21595	20461	*	*	*
HUMANITIES - OTHER	+	49	+	22737				1	104	19400	23659	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	3	16	17333	19616	*	*	*	5	31	18000	20111	*	*	*
HISTORY	10	39	19668	23738	*	*	*	10	60	19668	22558	*	*	*
POLITICAL SCIENCE/GOVT	5	71	21938	24529	*	*	*	11	150	23745	23673	*	*	*
PSYCHOLOGY	13	96	16335	21047	*	*	*	19	183	15808	20474	*	*	*
SOCIOLOGY	1	18	17004	19217	*	*	*	3	44	20835	20152	*	*	*
SOCIAL SCIENCES-OTHER	19	90	20847	23040	*	*	*	22	122	20238	22179	24996	18415	14700
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	101	32733	30333	*	*	*	3	278	32733	30465	*	*	*
AGRICULTURAL	10	21	29304	30530	*	*	*	13	53	29720	30090	*	*	*
ARCHITECTURAL	7	26	25718	26053	*	*	*	10	57	25983	29143	*	*	*
BIOENGINEERING & BIOMEDIC	+	17	+	30216				+	47	+	30515			
CHEMICAL	130	638	35124	34855	37200	35400	32500	306	1873	35251	35084	37500	35500	33000
CIVIL	76	506	27678	28105	33276	27900	22700	156	1146	28246	28040	33276	28000	23000
COMPUTER	23	111	30609	31009	33500	31000	26400	34	331	30195	31212	33500	31100	26000
ELECTRICAL/ELECTRONIC	198	1077	31552	31779	36504	32000	26000	296	2624	31537	31817	36000	32000	26040

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	3	+	$28304				+	5	+	$28822			
INDUSTRIAL	34	273	$29129	30034	$33000	$30000	$24996	52	855	$29297	30608	$33000	$30000	$24500
MECHANICAL	144	1048	31861	31944	35400	32250	28500	322	2795	32372	32166	35704	32940	28800
METALLURGICAL	14	54	32979	32427	*	*	*	50	161	32826	32412	34500	33000	31800
MINING (INCL GEOLOGICAL)	8	14	28100	28747	*	*	*	30	40	29105	29483	34000	30000	23000
NUCLEAR	+	13	+	29860				+	35	+	30863			
PETROLEUM	11	38	33700	35266	*	*	*	47	138	35671	35448	38100	36500	31000
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	42	124	26434	28580	31000	28500	19000	52	299	27296	28905	32400	28500	19500
INDUSTRIAL TECHNOLOGY	32	37	30675	30362	34692	30000	27600	32	63	30675	28543	34692	30000	27600
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	17	35	20942	21000	*	*	*	47	106	21614	21896	25500	21500	16800
ANIMAL SCIENCES	14	20	20986	20877	*	*	*	22	42	20161	19188	24000	19500	17000
PLANT SCIENCES	4	5	19289	20431	*	*	*	5	28	20331	21469	*	*	*
NATURAL RESOURCES	4	8	16985	18281	*	*	*	4	16	16985	18572	*	*	*
OTHER AGRICULTURAL SCIENC	10	20	27300	24600	*	*	*	28	49	25718	24066	30000	26000	22000
COMPUTER SCIENCE														
COMPUTER SCIENCE	76	419	29944	29794	33504	30150	25524	130	1018	29614	29730	33504	30000	25000
COMPUTER PROGRAMMING	5	26	28700	28304	*	*	*	7	70	28471	28611	*	*	*
INFORMATION SCIENCES & SY	9	154	28303	28628	*	*	*	23	345	28724	28463	31200	29000	27000
SYSTEMS ANALYSIS	+	10	+	32500				1	14	24000	31603	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	35	+	27941				2	84	29480	26943	*	*	*
HEALTH SCIENCES	1	5	24000	21410	*	*	*	1	28	24000	20513	*	*	*
NURSING	4	96	20795	28599	*	*	*	5	120	22876	28206	*	*	*
PHARMACY	8	19	43533	39614	*	*	*	14	39	39733	36627	*	*	*
SCIENCES														
ACTUARIAL	+	4	+	29400				1	64	20000	27722	*	*	*
ARCHITECTURAL & ENVIRONME	1	20	30000	25283	*	*	*	9	79	24389	25186	*	*	*
BIOLOGICAL	4	27	22371	22059	*	*	*	10	62	19070	21442	*	*	*
CHEMISTRY	8	37	26986	27267	*	*	*	8	107	26986	28226	*	*	*
GEOLOGY & GEOLOGICAL SCI	3	5	26267	25760	*	*	*	4	25	25700	23185	*	*	*
MATHEMATICS	18	120	28111	27330	*	*	*	34	254	27985	26686	33000	29250	20000
PHYSICS	2	25	27600	30674	*	*	*	4	42	25050	29530	*	*	*
OTHER PHYSICAL & EARTH SC	1	6	26400	20900	*	*	*	1	9	26400	21078	*	*	*
POLYMER SCIENCE	+	6	+	32234				+	6	+	32234			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	1575	10827						2845	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	137	1213	$24943	$27337	$29700	$25000	$19200	270	3335	$24642	$26936	$28800	$25000	$19800
ACCOUNTING (PRIVATE)	83	545	24654	25511	30000	25200	18000	123	1121	24660	25266	30000	25200	18000
COMMERCIAL BANKING (CNSMR	4	134	15552	21869	*	*	*	7	225	15815	21435	*	*	*
COMMERCIAL BANKING (LENDG	3	179	18831	24474	*	*	*	8	265	19012	24013	*	*	*
INVESTMT BANKING (CORP FN	2	53	26700	29190	*	*	*	4	80	29025	28795	*	*	*
INVESTMT BANKNG (M & A)	1	8	26004	27126	*	*	*	1	16	26004	26946	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	26500				+	14	+	25299			
INVESTMT BANKG (SALES & T	2	16	24498	26362	*	*	*	4	28	22449	23387	*	*	*
FINANCIAL/TREASURY ANALYS	50	307	24553	27084	30000	24498	18000	55	584	24472	26925	30000	24000	18900
PORTFOLIO MGMT/BROKERAGE	2	33	18800	25473	*	*	*	4	72	21600	23689	*	*	*
UNDERWRITING	6	105	29168	23999	*	*	*	9	157	26423	23619	*	*	*
INSURANCE - CLAIMS	2	53	23898	23717	*	*	*	4	116	20849	22829	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	7	20004	25357	*	*	*	1	25	20004	21642	*	*	*
MEDIA PLANNING	+	11	+	20793				1	21	25200	20388	*	*	*
REPORTING	+	8	+	16750				1	21	14000	16548	*	*	*
PRODUCTION	+	28	+	26139				+	53	+	25639			
PUBLIC RELATIONS	13	37	19415	19619	*	*	*	16	76	19712	20277	*	*	*
WRITING / EDITING	12	33	18827	19280	*	*	*	15	65	18355	18634	*	*	*
MARKETING														
ADVERTISING	9	29	26305	22229	*	*	*	13	63	25058	20971	*	*	*
BRAND/PRODUCT MANAGEMENT	24	104	21719	24444	29763	19000	16800	28	208	22242	25131	33000	19500	16800
BUYER/MERCHANDISING	21	318	22934	22962	25500	22992	18996	26	457	23420	22963	26000	22998	18996
DISTRIBUTION	5	61	21780	25188	*	*	*	5	118	21780	26057	*	*	*
MARKET RESEARCH	8	29	22485	26578	*	*	*	11	76	21716	25754	*	*	*
PURCHASING	5	21	20400	24059	*	*	*	7	54	19928	23868	*	*	*
SALES	84	767	24563	24957	30360	24996	18000	147	1583	25431	24809	33000	25000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	16	20200	21968	*	*	*	2	38	26100	21138	*	*	*
FINANC,TAXA, MONETARY POL	7	34	21253	21948	*	*	*	8	69	22096	22658	*	*	*
ECONOMIC PROGRAMS	+	2	+	24250				1	16	28000	26362	*	*	*
LAW ENFORCEMENT	+	9	+	19931				1	33	18000	25790	*	*	*
MILITARY	1	18	33100	24428	*	*	*	5	98	27020	22179	*	*	*
NATIONAL SECURITY	+	6	+	25566				1	9	21000	26010	*	*	*
URBAN / REGIONAL PLANNING	1	6	24996	24615	*	*	*	1	17	24996	25215	*	*	*
ENGINEERING														
BIOENGINEERING	37	40	35047	34606	36996	35496	33000	40	61	35158	33056	37200	35496	33000
DESIGN / CONSTRUCT	146	661	29178	29472	34700	29946	22884	244	1532	29535	29916	35000	30000	24000
ENVIRONMENTAL/SANITATION	28	93	27440	29614	34400	26172	21000	33	206	27970	29377	34032	28674	21000
MANUFACTURING/INDUSTRIAL	100	575	30739	31741	35000	30174	27000	143	1634	30983	32020	34992	31000	27996
SYSTEMS / PROGRAMMING	29	125	30021	30933	34400	30900	26000	39	372	30090	31087	34440	30900	26000
POWER SYSTEMS	23	151	33409	31525	40000	32000	28800	38	391	32736	31734	38400	32000	28068
SOFTWARE DESIGN & DEVELOP	55	157	31090	31612	36504	31680	26000	73	346	30889	31685	36000	31764	26000
HARDWARE DESIGN & DEVELOP	13	129	32178	32899	*	*	*	21	294	31007	32491	33500	31200	26520

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	27	178	$33248	$32452	$38000	$34500	$25300	51	578	$32895	$32316	$36996	$33500	$26400
TESTING	23	98	28565	29773	34200	28800	22140	34	243	29063	30307	34200	30000	25000
PROCESS ENGINEERING	76	455	34648	34825	37200	35400	30000	219	1390	34852	34985	37200	35220	32000
PROJECT ENGINEERING	138	511	31496	31743	36000	32400	26000	371	1130	32433	32200	36500	33000	27000
OTHER ENGINEERING	52	775	29911	31061	33300	30360	25500	105	2117	31081	31347	36000	31200	25500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	16000	22485	*	*	*	1	31	16000	22633	*	*	*
INDUSTRIAL HYGIENE	+	1	+	16000				+	1	+	16000			
MEDICAL TECHNOLOGY	2	15	21504	24433	*	*	*	3	26	19003	23239	*	*	*
NURSES / PERSONAL CARE	4	93	20795	28376	*	*	*	6	120	21063	27965	*	*	*
OCCUPATIONAL THERAPY	1	1	26000	26000	*	*	*	1	19	26000	25981	*	*	*
PHARMACIST	6	16	43533	40860	*	*	*	14	26	39733	38746	*	*	*
PHYSICAL THERAPY	+	21	+	31310				+	42	+	29364			
RESPIRATORY THERAPY	+	2	+	32975				+	8	+	25716			
OTHER HEALTH RELATED	7	19	20347	21869	*	*	*	7	56	20347	20839	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	4	18	21000	18758	*	*	*	5	37	19200	18412	*	*	*
COUNSELING	4	19	15013	16660	*	*	*	10	56	15555	16881	*	*	*
FUNDRAISING / DEVELOPMENT	+	10	+	14850				1	16	13000	15788	*	*	*
SOCIAL WORK	2	17	14002	16675	*	*	*	4	42	16101	17617	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	85	415	29726	28511	33504	30000	24996	122	943	29492	28557	33500	29900	23400
INFORMATION SYSTEMS	26	217	26426	28097	32196	26418	20016	49	473	27162	28076	33956	28000	19992
SYSTEMS ANALYSIS & DESIGN	19	191	28448	29148	*	*	*	48	488	28858	29625	33000	28026	24600
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	4	28	26380	28007	*	*	*	5	95	25104	30069	*	*	*
AGRICULTURE/NAT'L RESOURC	23	39	18943	19315	22500	18096	15054	59	130	20998	20180	26000	21000	16000
ARCHITECTURE	+	7	+	20166				4	23	24125	21479	*	*	*
CONSULTING	9	363	28833	28790	*	*	*	13	758	27884	28778	*	*	*
HUMAN RESRCS /INDUS RELS	15	74	18772	23662	*	*	*	21	123	19066	23497	23004	19000	15504
MANAGEMENT TRAINEE	104	901	21941	22481	27400	20550	16800	161	1735	21983	22273	29905	20600	16000
MATH/STATISTICIANS	+	13	+	26354				3	29	23398	24446	*	*	*
PARALEGAL	3	20	22572	21123	*	*	*	5	30	20943	19773	*	*	*
RESEARCHERS NON-TECHNICAL	2	7	15090	20096	*	*	*	3	31	18393	20944	*	*	*
RESEARCHERS - TECHNICAL	+	19	+	28085				+	53	+	27806			
TEACHING	21	150	19938	19534	24996	20330	14004	110	635	19894	19179	25000	19950	15000
TOTALS	1575	10827						2845	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	58	104	$28428	$29708	$33000	$28350	$24000	68	282	$28253	$29695	$33000	$27000	$24000
MBA--NON-TECH	35	314	39477	36462	48000	37500	30000	85	570	36712	36242	45000	34000	29000
MBA--TECH	+	62	+	38289				4	125	36175	38281	*	*	*
MS-BUSINESS	+	35	+	35016				+	55	+	34706			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	177	26000	37474	*	*	*	1	215	26000	37430	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	3	32	32664	32387	*	*	*	3	57	32664	31708	*	*	*
MANAGEMENT INFORMATION SY	1	27	36900	33504	*	*	*	1	46	36900	34003	*	*	*
MARKETING/MKTNG MGT (RESE	+	67	+	35968				+	79	+	35903			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	4	+	24561				+	8	+	25555			
JOURNALISM	1	2	23000	24500	*	*	*	1	2	23000	24500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	24000				+	14	+	26509			
ELEMENTARY EDUCATION	+	+	+	+				2	24	21020	22337	*	*	*
PHYSICAL EDUCATION	1	1	15996	15996	*	*	*	1	6	15996	30765	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	22020				5	27	23224	22300	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	1	1	23000	23000	*	*	*	1	4	23000	19250	*	*	*
VISUAL & PERFORMING ARTS	1	5	32004	26797	*	*	*	2	7	26502	24712	*	*	*
HUMANITIES - OTHER	+	+	+	+				1	2	23000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	4	35004	25251	*	*	*	1	30	35004	24800	*	*	*
SOCIOLOGY	+	2	+	22000				+	3	+	20500			
SOCIAL SCIENCES - OTHER	4	4	26535	26535	*	*	*	4	9	26535	24313	*	*	*

continued

RMCPA REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	8	28	$34877	$35295	*	*	*	8	58	$34877	$35343	*	*	*
AGRICULTURAL	+	1	+	40000				+	6	+	36450			
BIOENGINEERING & BIOMEDIC	+	2	+	37000				+	4	+	36500			
CHEMICAL	13	81	36998	38738	*	*	*	14	133	36498	38055	*	*	*
CIVIL	14	79	31364	32476	*	*	*	18	192	31373	32260	*	*	*
COMPUTER	3	11	34167	33923	*	*	*	3	31	34167	34395	*	*	*
ELECTRICAL/ELECTRONIC	12	115	36720	37991	*	*	*	18	291	36991	37376	*	*	*
INDUSTRIAL	+	14	+	35507				+	70	+	35928			
MECHANICAL	23	90	36008	36933	$37500	$36000	$34500	33	248	36007	36964	$37800	$36000	$34000
METALLURGICAL	+	8	+	35838				8	29	37600	36766	*	*	*
MINING & MINERAL	1	4	54000	39345	*	*	*	1	5	54000	37476	*	*	*
NUCLEAR	+	9	+	38877				+	18	+	36635			
PETROLEUM	1	1	35000	35000	*	*	*	4	26	38500	38067	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	28900				+	11	+	26823			
HEALTH SCIENCES	+	2	+	27500				1	9	16416	20402	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	4	10	27751	24800	*	*	*	4	11	27751	23855	*	*	*
ARCHITECTURAL & ENVIRONME	5	5	29300	29300	*	*	*	5	8	29300	28037	*	*	*
BIOLOGICAL	+	2	+	33090				+	8	+	30353			
CHEMISTRY	+	6	+	32393				+	21	+	31907			
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	81	34598	36425	*	*	*	16	167	34736	36656	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	8	19	34624	34508	*	*	*	19	53	34408	35560	*	*	*
MATHEMATICS (INCL ACTUARI	6	14	32083	29243	*	*	*	8	32	30793	30345	*	*	*
PHYSICS	+	2	+	33995				+	11	+	30560			
POLYMER	+	7	+	37703				+	9	+	37098			
TOTALS	219	1438						340	3022					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	7	128	$35414	$42445	*	*	*	38	316	$36253	$44262	$45000	$37500	$29000
MBA--TECH	1	34	44400	44693	*	*	*	2	96	42000	48339	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	8	130	45125	41806	*	*	*	26	389	39623	46565	47000	40000	30000
MBA--TECH	1	43	42000	46995	*	*	*	1	188	42000	51381	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	7	119	47657	45209	*	*	*	33	275	41884	46451	53000	38400	30000
MBA--TECH	1	49	43000	49302	*	*	*	1	122	43000	53407	*	*	*
TOTALS	25	503						101	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	6	+	$54067				+	8	+	53050			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	45917				2	20	$44500	43487	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	4	+	29250				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	2	2	$32502	32502	*	*	*	2	2	32502	32502	*	*	*
SOCIAL SCIENCES	+	+	+	+				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	1	+	36600				+	4	+	45398			
CHEMICAL	10	51	51118	50397	*	*	*	13	132	50783	50570	*	*	*
CIVIL	+	6	+	43083				+	9	+	43632			
COMPUTER	+	3	+	41000				+	4	+	45000			
ELECTRICAL/ELECTRONIC	+	8	+	50275				+	33	+	52887			
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	9	+	51065				1	25	48000	48708	*	*	*
METALLURGICAL	1	2	42000	41000	*	*	*	2	18	45500	47583	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	7	+	38714				1	14	39600	37971	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	6	50	43658	46123	*	*	*	6	105	43658	45393	*	*	*
GEOLOGICAL SCIENCES	1	2	37800	37170	*	*	*	3	11	40167	37145	*	*	*
MATHEMATICS	1	2	35000	44000	*	*	*	3	6	34000	37833	*	*	*
PHYSICS	+	2	+	41250				+	11	+	41361			
POLYMER	+	3	+	46333				+	7	+	46857			
TOTALS	21	164						33	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	24532 268 38400/19800			22000 2		25000 1	20355 7	28500 2	16000 1
BUSINESS ADMIN (INCL MGMT	26500 2	20000 1		18270 4	24000 2	21635 3	23800 2	23500 1	
ECONOM & FINANCE (BANKING	26600 5	17000 1		17386 14	24056 7	28600 3	21852 4	25832 9	
HUMAN RSRCS (incl LABOR R				16826 2					
MANAGEMENT INFO SYSTEMS	32496 2			30000 1			27487 7	25245 4	
MARKETING/MARK MGMT (RESR		20000 1				21000 2	27442 7	26533 3	
ADVERTISING		21464 3		15360 1			21996 1		
COMMUNICATIONS		16500 1		16800 1		15000 3			
JOURNALISM						13500 4	27000 1		
LETTERS (incl English, Li							18900 3		
HISTORY								23004 1	
PSYCHOLOGY				14500 1			16002 2		
SOCIOLOGY							17004 1		
SOCIAL SCIENCES-OTHER							19536 3		
AGRICULTURAL									28320 1
ARCHITECTURAL									25900 5
CHEMICAL								32460 10	32000 1
CIVIL								28025 28 35000/24000	29525 17
COMPUTER							29300 3		24000 1
ELECTRICAL/ELECTRONIC						31828 9	33330 17	33085 8	30157 7
INDUSTRIAL						32400 1		30500 2	
MECHANICAL						31380 1	29867 6	31680 10	30172 5
METALLURGICAL								32000 1	

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MINING (INCL GEOLOGICAL)								24333 3	26669 7
PETROLEUM								31600 3	33000 1
ENGINEERING TECHNOLOGY						29466 6	30864 3	25293 4	21340 5
INDUSTRIAL TECHNOLOGY								34992 1	
AGRIBUSINESS	25500 1			18200 2				22000 1	24720 1
ANIMAL SCIENCES						13000 1			
OTHER AGRICULTURAL SCIENC				19500 1					
COMPUTER SCIENCE						31001 4	29299 39 45996/24000	26910 2	32670 2
COMPUTER PROGRAMMING							26000 1		
INFORMATION SCIENCES & SY	31000 1					35900 1	29061 7		
ARCHITECTURAL & ENVIRONME			23500 7						
MATHEMATICS						29500 1	27600 2	30408 2	
PHYSICS									20000 1

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21314 7		23550 4	19700 4		19401 4			
BUSINESS ADMIN (INCL MGMT	20150 2	16375 4	18525 2	22360 5		19809 23 31200/16000			
ECONOM & FINANCE (BANKING	24708 15	19602 2	24067 3	25167 6		23829 22 30360/19500	27996 1		
HUMAN RSRCS (incl LABOR R				19000 1		21000 2			
MANAGEMENT INFO SYSTEMS	26400 1			26882 7		23748 4			
MARKETING/MARK MGMT (RESR	24832 3	20213 8	22000 2	25589 9		22040 65 45000/18000	23746 2		
ADVERTISING						23250 2			
COMMUNICATIONS						21300 1			
JOURNALISM			16000 1	15750 2		19200 2			
TEXTILES & CLOTHING						17901 4			
MERCHANDISING MANAGEMENT						19749 4			
FOREIGN LANGUAGES	26004 1					23496 2			30000 1
LETTERS (incl English, Li		18000 1		24000 1					
CRIMINAL JUSTICE					20000 3				
HISTORY			20000 1			19900 3			
POLITICAL SCIENCE/GOVT					17000 1	24996 1			
PSYCHOLOGY		23400 1				19307 4			
SOCIAL SCIENCES-OTHER	21600 1								
AGRIBUSINESS	20000 1					18000 1			
NATURAL RESOURCES		17800 1							
COMPUTER SCIENCE				26445 8		28000 2			
COMPUTER PROGRAMMING						29000 1			
INFORMATION SCIENCES & SY				28356 4					

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
PHARMACY						43533 8			
ARCHITECTURAL & ENVIRONME				30000 1					
BIOLOGICAL			14000 1						
MATHEMATICS				26380 4					

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	20996 2		25500 5	23831 4		19943 12	22735 6	30000 2	30000 2
BUSINESS ADMIN (INCL MGMT			21300 4		20330 1	18792 6	23088 3	16000 1	22000 1
ECONOM & FINANCE (BANKING			26400 1		16667 3	21045 5	20835 3		30000 1
HUMAN RSRCS (incl LABOR R			24000 1						
MANAGEMENT INFO SYSTEMS				28250 2	19992 1	18451 3			
MARKETING/MARK MGMT (RESR			26000 2			21454 4	28000 1	24000 1	28664 3
COMMUNICATIONS			19000 1		22000 1	21600 1			32000 1
JOURNALISM							23500 1		
TELECOMMUN/BROADCASTING							25200 1		
ELEMENTARY EDUCATION					20119 56 30500/14900		19400 3		
PHYSICAL EDUCATION					21074 6		13100 2	16998 2	
SPECIAL EDUCATION					19048 14				
MERCHANDISING MANAGEMENT					17004 2				
FOREIGN LANGUAGES					18950 2				
LETTERS (incl English, Li					24100 4				19500 1
VISUAL & PERFORMING ARTS					17505 9				
HUMANITIES - OTHER						19400 1			
CRIMINAL JUSTICE						12000 1	18000 1		
HISTORY		27500 1	24000 1		13740 2		15000 1		
POLITICAL SCIENCE/GOVT			15000 1			24998 2	26000 3	18240 1	
PSYCHOLOGY					13840 3		14400 2		14000 1
SOCIAL SCIENCES-OTHER	24996 1	17700 1	20004 1		16177 3	24650 2	27716 1		14700 1
ARCHITECTURAL							25343 3		

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL		33000 1		32800 3		34740 1			
CIVIL			27054 2	30760 6		25854 11	25068 36 36000/21600		33000 1
COMPUTER		30270 2			24960 2	26600 2			
ELECTRICAL/ELECTRONIC		31000 2	35033 3	32293 19		26759 41 38000/21192	24552 2	25080 2	
INDUSTRIAL				29000 1		24669 9			
MECHANICAL		29283 3	29850 1	31492 9		28514 10			
METALLURGICAL		32000 1							
MINING (INCL GEOLOGICAL)				31800 1					
PETROLEUM						27500 1	26200 1		
ENGINEERING TECHNOLOGY		22800 1		34000 1		21720 3			
AGRIBUSINESS						18500 2	22600 3		
ANIMAL SCIENCES								14004 1	
PLANT SCIENCES						21647 2	16932 2		
NATURAL RESOURCES							16713 3		
COMPUTER SCIENCE		31992 1	32000 1		18998 2	25195 8	25625 4	29000 1	28500 1
INFORMATION SCIENCES & SY						19598 2			
HEALTH SCIENCES									24000 1
NURSING								22876 5	
PHARMACY								29500 1	
ARCHITECTURAL & ENVIRONME							25000 1		
BIOLOGICAL					18804 4		15000 1	21996 2	
CHEMISTRY					20500 2				
GEOLOGY & GEOLOGICAL SCI						20000 1			

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 - 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MATHEMATICS					23460 5	18198 3		26000 1	
PHYSICS						22200 1			

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	12000 1		18200 2		31400 2	21000 2		22500 2	26228 4
BUSINESS ADMIN (INCL MGMT			16500 1		23454 1	29763 1	24000 1	18000 1	17000 2
ECONOM & FINANCE (BANKING	20400 1				25500 1	22150 2	24000 2	33000 1	29213 7
MANAGEMENT INFO SYSTEMS					31538 2				32500 1
MARKETING/MARK MGMT (RESR				24000 1			27492 1	19000 3	24815 8
COMMUNICATIONS		22500 1		17000 1				19300 1	24600 1
SPECIAL EDUCATION			17000 1						
LETTERS (incl English, Li	19500 1								
POLITICAL SCIENCE/GOVT									29460 1
PSYCHOLOGY			14300 3	11004 1					
SOCIOLOGY			17000 1						
SOCIAL SCIENCES-OTHER	19500 1		16114 5						
AEROSPACE & AERONAUTICAL					32733 3				
AGRICULTURAL						26120 2			
ARCHITECTURAL								27150 2	
CHEMICAL					32800 3		33400 3	34248 5	34890 101 39900/33500
CIVIL						33000 1		28995 30 36000/27000	24000 1
COMPUTER					31893 3				
ELECTRICAL/ELECTRONIC					30868 47 34800/27120	25200 1	32266 6	31880 4	35238 6
INDUSTRIAL					28395 4	22000 1	32100 3	29620 18	31200 1
MECHANICAL					30015 60 34992/27996	34500 1	32820 32 37900/31200	29510 6	33729 28 35000/33120
METALLURGICAL							32265 4		33500 1
MINING (INCL GEOLOGICAL)								28500 1	

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ENGINEERING TECHNOLOGY					27616 9		27200 2	21867 3	
INDUSTRIAL TECHNOLOGY					30492 17		34692 1		
AGRIBUSINESS						21888 23 30000/17000			
ANIMAL SCIENCES					23496 1	19281 8			
OTHER AGRICULTURAL SCIENC						25214 7			
COMPUTER SCIENCE					32904 12				33060 2
COMPUTER PROGRAMMING									28500 1
INFORMATION SCIENCES & SY									28500 1
ALLIED HEALTH						25000 1			33960 1
PHARMACY									35700 5
BIOLOGICAL				12000 1					
CHEMISTRY									27624 4
MATHEMATICS					34167 3				32800 1
PHYSICS					29000 2				
OTHER PHYSICAL & EARTH SC									26400 1

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING			18000 1			23416 2			27465 30 33000/25000
BUSINESS ADMIN (INCL MGMT	24250 4		24500 2		25000 1				20600 2
ECONOM & FINANCE (BANKING	15600 1	27067 3	33126 4		20000 1		28000 1		27050 16
MANAGEMENT INFO SYSTEMS	26278 8	28809 5	27498 2		27822 2				30000 1
MARKETING/MARK MGMT (RESR	15600 1		26282 11	23268 3	23929 7			19200 1	25429 7
PHYSICAL EDUCATION									30996 1
FOREIGN LANGUAGES		30000 1		26496 1					
LETTERS (incl English, Li	20004 1								
VISUAL & PERFORMING ARTS	20004 1		60000 1						
POLITICAL SCIENCE/GOVT			28500 1						
PSYCHOLOGY		15000 1							
SOCIOLOGY			28500 1						
SOCIAL SCIENCES-OTHER				50004 1					
AGRICULTURAL			30475 8						30000 1
CHEMICAL	32500 2	34312 13	33832 3	35906 8	31200 1	34020 2		37092 1	36282 130 40500/34500
CIVIL		30150 2			35502 2	30000 3			32327 11
COMPUTER	29987 14	32339 4							34700 2
ELECTRICAL/ELECTRONIC	34931 26 51996/30000	32120 41 39600/30000	31632 6	34500 1	32520 1	32521 5	30000 1		33952 31 42000/31000
INDUSTRIAL		32867 3	32500 2	33000 2				31000 1	31600 2
MECHANICAL	31376 4	31282 17	31751 6		30830 8	33532 3			34789 93 38600/33000
METALLURGICAL	32500 1				32949 31 37000/31800	32478 9			34250 2
MINING (INCL GEOLOGICAL)						30293 16			34500 1
PETROLEUM									36464 41 41970/34000

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ENGINEERING TECHNOLOGY	28500	1	31600	2					31653	6					35004	1	31992	1
INDUSTRIAL TECHNOLOGY	36000	1	30310	5														
AGRIBUSINESS					20867	9											28500	2
ANIMAL SCIENCES					21709	11												
PLANT SCIENCES					24500	1												
OTHER AGRICULTURAL SCIENC					26205 30000/23000	20												
COMPUTER SCIENCE	30170	16	31524	8	27000	1	33000	1									31769	13
COMPUTER PROGRAMMING			30000	1													30000	2
INFORMATION SCIENCES & SY	29600	5															30600	2
SYSTEMS ANALYSIS	24000	1																
BIOLOGICAL																	30492	1
CHEMISTRY			34992	1													29400	1
GEOLOGY & GEOLOGICAL SCI									24000	1							29400	2
MATHEMATICS	33000	1	30772	2													30463	8

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							27000 3
BUSINESS ADMIN (INCL MGMT				35004 1			22667 3
ECONOM & FINANCE (BANKING				25200 1			22001 4
MARKETING/MARK MGMT (RESR		25000 1			23000 1	26500 2	21375 8
ADVERTISING							27000 1
FOREIGN LANGUAGES		39000 1			27996 1		29004 2
LETTERS (incl English, Li							24240 1
SOCIAL SCIENCES-OTHER							12000 1
AGRICULTURAL							32000 1
CHEMICAL	33000 1	34596 2	31500 2	28000 1		35271 9	35644 3
CIVIL			30000 1	30492 1		29000 1	33996 2
COMPUTER						36800 1	
ELECTRICAL/ELECTRONIC				37200 1		29833 4	27419 5
INDUSTRIAL				36000 1			23000 1
MECHANICAL			32400 3	31500 2		33569 7	32366 7
MINING (INCL GEOLOGICAL)						34000 1	
ENGINEERING TECHNOLOGY			28000 1				24999 3
INDUSTRIAL TECHNOLOGY		33996 1	27000 2			34500 1	27832 3
AGRIBUSINESS							16200 1
COMPUTER SCIENCE						33000 1	30996 1
COMPUTER PROGRAMMING							25800 1
ACTUARIAL							20000 1
MATHEMATICS							29000 1

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	24641 277 38400/19900	19699 7		18107 26 30000/13200	24044 9	19794 16	23034 38 39996/15504	25829 20 33000/21600	16000 1
BACHELOR - TECHNICAL	28250 2		23500 7	18533 3		30393 24 35900/28800	30174 78 45996/26000	29658 75 40000/23000	28040 54 38352/24000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23621 30 41000/16500	19238 16	21804 13	23845 35 50004/16800	19250 4	21627 143 45000/17400	25163 3		30000 1
BACHELOR - TECHNICAL	20000 1	17800 1	14000 1	27088 17		37605 12			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22329 3	22600 2	23124 17	25304 6	19397 107 30500/14900	20291 37 28000/16000	21314 28 35000/14400	21748 7	25290 11
BACHELOR - TECHNICAL		30017 11	31580 7	31869 40 42000/28800	21429 15	25640 97 38000/19500	24073 56 36000/18096	23618 13	28500 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17850 4	22500 1	16182 13	17335 3	29138 6	23213 5	24873 4	21538 8	26187 24 36996/22992
BACHELOR - TECHNICAL				12000 1	30508 164 50000/27996	22803 45 34500/17000	32519 51 37800/30000	29380 69 38004/25200	34245 154 40000/32120

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	23652 16	27024 10	28722 23 60000/24000	29261 5	24377 11	23416 2	28000 1	19200 1	26964 57 33000/25000
BACHELOR - TECHNICAL	31990 72 51996/27000	32086 99 41400/28800	26758 67 35496/19000	35062 12	32334 50 41004/29760	31532 38 36000/30000	30000 1	34365 3	34989 346 42000/31000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL		32000 2		30102 2	25498 2	26500 2	23011 23 38004/16000
BACHELOR - TECHNICAL	33000 1	34396 3	30244 9	32449 6		33562 25 36800/31800	29136 30 36000/21996

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24625 264 38400/19800	24133 96 33000/18000	22000 1						22640 5
BUSINESS ADMIN (INCL MGMT	26500 2	25200 1		24000 1	24000 1				23600 4
ECONOM & FINANCE (BANKING	21000 2	26566 18	14842 5	18048 4	29700 2			24332 3	24868 44 41000/19000
HUMAN RSRCS (incl LABOR R									17651 1
MANAGEMENT INFO SYSTEMS	31992 1								
MARKETING/MARK MGMT (RESR		23750 2							26500 1
COMMUNICATIONS								16800 1	
PHYSICAL EDUCATION		30996 1							
FOREIGN LANGUAGES		27996 1				26004 1			
PSYCHOLOGY			14500 1						
MECHANICAL					32700 1				
AGRIBUSINESS	25500 1	25333 3		18200 2					
OTHER AGRICULTURAL SCIENC				19500 1					
BIOLOGICAL		30492 1							

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	16000 1								
BUSINESS ADMIN (INCL MGMT		21933 3	20000 1					20195 1	
ECONOM & FINANCE (BANKING	28800 1	25002 2	24996 1					25800 1	
MARKETING/MARK MGMT (RESR		50004 1	22800 1						20400 1
COMMUNICATIONS								18820 5	
JOURNALISM			15600 1			14000 1		23500 1	14633 3
TELECOMMUN/BROADCASTING					25200 1				
FOREIGN LANGUAGES								30000 1	23250 2
LETTERS (incl English, Li		24000 1						19200 1	20500 3
VISUAL & PERFORMING ARTS				20004 1					
HISTORY								15000 1	23004 1
POLITICAL SCIENCE/GOVT								21996 1	
PSYCHOLOGY									14508 3
SOCIAL SCIENCES-OTHER	21600 1							16668 3	
AGRIBUSINESS	20000 1								
ANIMAL SCIENCES									18248 2
COMPUTER SCIENCE		18000 1							
ARCHITECTURAL & ENVIRONME		30000 1							
MATHEMATICS								15600 1	

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									19731 4
BUSINESS ADMIN (INCL MGMT		20952 11		20975 4		15750 2	20267 9	32000 1	
ECONOM & FINANCE (BANKING		24250 4	25148 2		20550 2	22000 2	26859 21 44004/20004		23862 2
HUMAN RSRCS (incl LABOR R							24000 1		
MANAGEMENT INFO SYSTEMS		18000 1							
MARKETING/MARK MGMT (RESR	24126 4	22038 8	23812 14	25000 1	22622 8	22997 2	24123 78 39996/18000	20200 1	22123 1
ADVERTISING	20958 6						24750 2		
COMMUNICATIONS	16500 1						32000 1		
JOURNALISM						18000 1			
TEXTILES & CLOTHING			17004 1						
MERCHANDISING MANAGEMENT			20250 4						
FOREIGN LANGUAGES		39000 1	24000 1				24744 2		
LETTERS (incl English, Li			24240 1						
VISUAL & PERFORMING ARTS	60000 1								
HISTORY							21250 2		
POLITICAL SCIENCE/GOVT							28980 2		28000 1
PSYCHOLOGY							17768 3		
SOCIOLOGY							28500 1		
SOCIAL SCIENCES-OTHER	27000 1						24996 1		
CHEMICAL							35266 4		
ELECTRICAL/ELECTRONIC			30000 1				32067 3		
MECHANICAL		33000 1					32338 8		
MINING (INCL GEOLOGICAL)							29600 2		

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
AGRIBUSINESS		17000 1	24500 2		16800 1		26900 5		
ANIMAL SCIENCES		12000 1					32000 1		
OTHER PHYSICAL & EARTH SC							26400 1		

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ECONOM & FINANCE (BANKING									18000 1
MANAGEMENT INFO SYSTEMS					24996 1				
MARKETING/MARK MGMT (RESR	28000 1		24000 1						
CRIMINAL JUSTICE		18000 1							
POLITICAL SCIENCE/GOVT			26000 3						
AGRICULTURAL									29973 6
ARCHITECTURAL							25179 8		
CHEMICAL						35710 35 37500/34200	32700 4	34808 4	33073 3
CIVIL							27597 78 41004/22884	28594 21 36000/24000	29220 1
COMPUTER							31952 3		
ELECTRICAL/ELECTRONIC			33100 1				31106 42 37200/29400		32041 6
INDUSTRIAL				21000 1			29885 16	25000 1	29548 22 36000/24500
MECHANICAL						32373 4	32422 59 38400/28860		31892 66 37500/28500
MINING (INCL GEOLOGICAL)							30000 3	24333 3	
PETROLEUM							33400 3	27500 1	
ENGINEERING TECHNOLOGY							26673 21 35004/19000	16800 1	29251 6
INDUSTRIAL TECHNOLOGY									30675 32 36000/27600
AGRIBUSINESS							24720 1	21000 1	
COMPUTER SCIENCE							34400 1		
COMPUTER PROGRAMMING							26000 1		
ARCHITECTURAL & ENVIRONME							23250 4		
CHEMISTRY						27000 1			
GEOLOGY & GEOLOGICAL SCI								20000 1	

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									34000 1
MANAGEMENT INFO SYSTEMS					28800 1				
MARKETING/MARK MGMT (RESR			27600 1						
JOURNALISM									12000 1
AEROSPACE & AERONAUTICAL								31200 1	33500 2
AGRICULTURAL								25200 1	30220 6
ARCHITECTURAL								29200 2	
CHEMICAL			32000 1		35460 9	36000 1	35250 194 40500/32600	35463 44 39900/33500	34374 7
CIVIL			28000 2		38352 1	31000 2	24000 1	29328 39 34500/25200	27700 10
COMPUTER	30616 11		28600 5	31370 6	36800 1	26520 2		24960 2	
ELECTRICAL/ELECTRONIC	31321 14	32719 35 45000/28068	31642 45 45000/26000	31402 12	34276 16	29975 12	32751 4	31151 66 42000/26000	30564 23 36000/28487
INDUSTRIAL							33000 1	27000 1	29406 7
MECHANICAL	30699 4	34500 1		29850 2	32211 14	30892 5	32374 10	33024 108 38600/30100	31914 31 37800/29700
METALLURGICAL					32500 2	31500 1	31800 5	33123 39 37000/32000	31333 3
MINING (INCL GEOLOGICAL)								29233 20 34500/24000	33150 2
PETROLEUM						28400 2		36096 35 41960/33000	38112 6
ENGINEERING TECHNOLOGY		32150 2			27200 2	26234 7		29203 7	27845 4
PLANT SCIENCES					23800 1				
COMPUTER SCIENCE	29147 7		29776 15	26400 1		30500 1		27450 2	30900 1
INFORMATION SCIENCES & SY	26400 1		30000 1						
ALLIED HEALTH							33960 1		
CHEMISTRY					26331 3	20496 1	29800 3		
GEOLOGY & GEOLOGICAL SCI								29400 2	

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MATHEMATICS			31933 3					28100 2	
PHYSICS	22500 2				33000 1				22200 1

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	16000 1								
PHYSICAL EDUCATION				12000 1					21996 1
LETTERS (incl English, Li									19500 1
POLITICAL SCIENCE/GOVT									18240 1
PSYCHOLOGY			14000 1						
SOCIAL SCIENCES-OTHER									14700 1
ELECTRICAL/ELECTRONIC			29004 1						
ANIMAL SCIENCES			14004 1						
HEALTH SCIENCES									24000 1
NURSING				22876 5					
PHARMACY						39733 14			
BIOLOGICAL									21996 2
MATHEMATICS					26000 1				

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28500 2	13486 1			
BUSINESS ADMIN (INCL MGMT					27333 3		26000 1		
ECONOM & FINANCE (BANKING					23367 3				15000 1
MANAGEMENT INFO SYSTEMS					27376 12	26921 33 34126/21996	25533 3		
MARKETING/MARK MGMT (RESR							24000 1		
COMMUNICATIONS	24600 1	22000 1							
PHYSICAL EDUCATION									12000 1
SPECIAL EDUCATION		17000 1							
HUMANITIES - OTHER				19400 1					
CRIMINAL JUSTICE	12000 1								
PSYCHOLOGY	14400 1	13460 5		11004 1					
SOCIOLOGY		17000 1							
SOCIAL SCIENCES-OTHER		16125 2	13000 1	17000 2		23004 1			
COMPUTER					32500 2		34000 1		
ELECTRICAL/ELECTRONIC					32204 7	25848 2			
INDUSTRIAL					29000 1				
MECHANICAL							28500 2		
ENGINEERING TECHNOLOGY					22800 1				
AGRIBUSINESS							25200 1		20775 19
ANIMAL SCIENCES									19339 14
PLANT SCIENCES					21000 1				18952 3
NATURAL RESOURCES									16985 4
OTHER AGRICULTURAL SCIENC									25413 16

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER SCIENCE	33000 1				30201 71 50000/25524	29358 5	29181 22 34000/26196		
COMPUTER PROGRAMMING					28660 5		30000 1		
INFORMATION SCIENCES & SY					27646 7	28849 6	29518 7		
SYSTEMS ANALYSIS							24000 1		
ACTUARIAL								20000 1	
BIOLOGICAL	12000 1								15000 1
MATHEMATICS					30871 7	34500 1	29970 8	26380 4	

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING			20000 1	20000 6					
BUSINESS ADMIN (INCL MGMT			19472 5	19950 35 31200/15300					20330 1
ECONOM & FINANCE (BANKING		27300 5	21668 3	21806 19			25000 1		15000 1
HUMAN RSRCS (incl LABOR R			17500 2	21000 2					
MANAGEMENT INFO SYSTEMS			22992 1						
MARKETING/MARK MGMT (RESR		31000 1		20860 40 28000/17000					
COMMUNICATIONS				17900 4					
JOURNALISM			27000 1	18200 2					
ELEMENTARY EDUCATION			19200 1						20098 58 30500/14900
PHYSICAL EDUCATION									20092 7
SPECIAL EDUCATION									19048 14
TEXTILES & CLOTHING				18200 3					
MERCHANDISING MANAGEMENT				15000 1					17004 1
FOREIGN LANGUAGES				29004 2					21400 1
LETTERS (incl English, Li			16752 2						24100 4
VISUAL & PERFORMING ARTS									17505 9
CRIMINAL JUSTICE						20000 3			
HISTORY		27500 1	15000 1	20400 3			12480 1		
POLITICAL SCIENCE/GOVT				19998 2		17000 1			
PSYCHOLOGY				20775 3					20000 1
SOCIOLOGY			17004 1						
SOCIAL SCIENCES-OTHER			16108 3	36152 2		27716 1	17700 1		19315 2
CIVIL		23000 1							

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
COMPUTER									24000 1
ELECTRICAL/ELECTRONIC				31420 6					
INDUSTRIAL				27200 2					
MECHANICAL		32248 2		32160 4					
ENGINEERING TECHNOLOGY				26000 1					
AGRIBUSINESS				19444 9					
ANIMAL SCIENCES				26100 3					
OTHER AGRICULTURAL SCIENC				26727 11					
COMPUTER SCIENCE									18998 2
INFORMATION SCIENCES & SY		31000 1							
ALLIED HEALTH		25000 1							
ARCHITECTURAL & ENVIRONME	24125 4								
BIOLOGICAL				14000 1					18804 4
GEOLOGY & GEOLOGICAL SCI		24000 1							
MATHEMATICS					23398 3				22950 4

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	24639 269 38400/19800	24594 119 36996/18000	15815 7	19238 5	27800 3	26004 1		22449 4	24472 55 41000/18900
BACHELOR - TECHNICAL	25500 1	26623 4		18633 3	32700 1				

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22133 3	27115 7	20849 4	20004 1	25200 1	14000 1		19986 15	18371 13
BACHELOR - TECHNICAL	20000 1	24000 2						15600 1	18248 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	25058 13	22431 25 39000/17500	23040 23 45000/18996	21780 5	22208 10	19928 7	24311 123 44004/18000	26100 2	22096 8
BACHELOR - TECHNICAL		20667 3	26333 3		16800 1		31169 24 38400/26400		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	28000 1	18000 1	25500 4		24996 1				18000 1
BACHELOR - TECHNICAL			33100 1	21000 1		35158 40 37500/33000	29535 244 41004/24000	27970 33 37092/21000	31074 142 37500/27996

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL			27600 1		28800 1				23000 2
BACHELOR - TECHNICAL	30090 39 36204/26000	32736 38 45000/28068	30935 72 45000/26000	31007 21 43200/26520	32977 50 51996/25343	29063 34 36000/25000	34852 219 40500/32000	32433 371 42000/27000	31238 103 41970/26000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	16000 1		14000 1	12000 1					18609 4
BACHELOR - TECHNICAL			21504 2	22876 5	26000 1	39733 14			22664 3

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	17000 3	15555 10	13000 1	16101 4	26881 20 33000/20000	26425 35 34126/20016	25320 5		13500 2
BACHELOR - TECHNICAL	22500 2				30004 102 50000/25200	29006 14	29269 43 34000/25200	25104 5	21261 57 30000/16992

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27857 7	19066 21 27000/15504	20810 124 50004/15600		20943 5	18393 3		19791 99 30500/15000
BACHELOR - TECHNICAL	24125 4	27916 6		25915 37 35400/18000	23398 3				20819 11

AVERAGE SALARY OFFERS JULY 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	31562 8	33500 2		41000 8	32200 5	28000 1		54837 4	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	45000 2		35000 1	30000 1		33996 1			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			34000 3	31200 1	22500 1	26750 2			37002 2
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH			30000 1		45348 2	33000 2	41600 4	37500 1	35089 9
MBA--TECH									39500 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38400 1	41375 4	32500 4	31499 4	32496 1	33600 2		36000 1	44332 3
MBA--TECH		35000 1							35100 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						58000 1	33167 3
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990 through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990).

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RMCPA REGIONAL Report No. 6 SEPTEMBER 1990

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	112	1098	$24781	$25975	$30000	$25000	$19000	494	5438	$24424	$26391	$29004	$25000	$18600
BUSINESS ADMIN (INCL MGMT	32	611	24588	23965	31000	25000	16500	119	1874	21963	23529	30000	20600	15500
DISTRIBUTION MANAGEMENT	+	35	+	24458				+	108	+	25079			
ECONOM & FINANCE (BANKING	119	590	24566	25266	30000	24996	18000	269	2472	24346	25184	30000	24000	18000
HOTEL/RESTAURANT MGMT.	+	89	+	20484				+	209	+	20752			
HUMAN RSRCS (incl LABOR R	9	36	22388	22885	*	*	*	15	140	21343	23101	*	*	*
MANAGEMENT INFO SYSTEMS	27	124	25810	27176	30000	24996	20016	80	599	26464	27428	31992	27000	20000
MARKETING/MARK MGMT (RESR	95	443	24690	23874	30000	24000	19000	263	1979	23817	23543	28000	24000	18000
REAL ESTATE	+	5	+	25259				+	29	+	24509			
COMMUNICATIONS														
ADVERTISING	12	39	21312	20981	*	*	*	20	104	21550	20742	26496	21996	15360
COMMUNICATIONS	21	102	21600	21271	25000	23000	16000	35	366	20891	21002	25000	21000	15000
JOURNALISM	10	31	21710	21096	*	*	*	21	134	19405	19488	25000	20000	14000
TELECOMMUN/BROADCASTING	+	8	+	19892				1	73	25200	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	41	224	20070	18689	22800	19000	17280	100	598	20077	18974	25000	19800	15000
PRE-ELEMENTARY EDUCATION	+	12	+	18356				+	39	+	17507			
PHYSICAL EDUCATION	10	23	22389	20918	*	*	*	21	67	21025	19904	24000	21900	14199
SPECIAL EDUCATION	4	37	21440	21843	*	*	*	19	123	19444	20435	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	8	23000	21020	*	*	*	1	20	23000	19383	*	*	*
TEXTILES & CLOTHING	3	11	18332	18823	*	*	*	7	144	18086	20662	*	*	*
MERCHANDISING MANAGEMENT	6	41	20166	19113	*	*	*	12	94	19500	13496	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	18	38	24867	24058	*	*	*	30	76	25667	23607	38004	25002	18000
LETTERS (incl English, Li	21	105	22979	22533	30000	20800	18300	34	262	22379	21566	30000	20900	18000
VISUAL & PERFORMING ARTS	21	51	22630	20757	25720	21000	16650	32	119	22274	20588	25720	19610	16451
HUMANITIES - OTHER	1	61	24000	22453	*	*	*	2	165	21700	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	26	+	21501				5	57	18000	20745	*	*	*
HISTORY	10	65	18330	22860	*	*	*	20	125	18999	22715	24996	19250	12480
POLITICAL SCIENCE/GOVT	11	115	21463	23681	*	*	*	22	265	22604	23677	28500	22493	15100
PSYCHOLOGY	24	116	18743	21024	24000	19498	12000	43	299	17446	20688	24000	17004	11520
SOCIOLOGY	3	38	24335	20113	*	*	*	6	82	22585	20134	*	*	*
SOCIAL SCIENCES-OTHER	36	107	20167	20976	27000	18531	14400	58	230	20194	21627	27000	18531	14400
ENGINEERING														
AEROSPACE & AERONAUTICAL	15	68	30533	30688	*	*	*	18	346	30900	30509	*	*	*
AGRICULTURAL	+	6	+	30458				13	59	29720	30127	*	*	*
ARCHITECTURAL	2	16	27500	28110	*	*	*	12	73	26236	28916	*	*	*
BIOENGINEERING & BIOMEDIC	+	5	+	25698				+	52	+	30052			
CHEMICAL	88	417	34871	35296	37140	35250	31992	394	2290	35166	35122	37500	35454	32500
CIVIL	58	276	29274	28533	34500	29502	23964	214	1422	28524	28136	34032	28000	23000
COMPUTER	20	108	30687	32343	33120	30900	28000	54	439	30377	31490	33500	31100	26400
ELECTRICAL/ELECTRONIC	155	905	31440	31665	35400	32000	26040	451	3529	31504	31778	35640	32000	26040

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$36000				+	6	+	$30019			
INDUSTRIAL	35	140	$29753	30013	$33000	$30000	$25500	87	995	$29481	30525	$33000	$30000	$24800
MECHANICAL	91	792	31385	31703	35000	32000	27804	413	3587	32155	32064	35400	32500	28500
METALLURGICAL	3	44	32133	31589	*	*	*	53	205	32786	32235	34200	33000	31800
MINING (INCL GEOLOGICAL)	2	4	25248	28383	*	*	*	32	44	28864	29383	33400	30000	23000
NUCLEAR	+	20	+	33302				+	55	+	31750			
PETROLEUM	+	20	+	33504				47	158	35671	35202	38100	36500	31000
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	22	184	27818	29990	31992	28746	21996	74	483	27451	29318	33000	28500	19500
INDUSTRIAL TECHNOLOGY	41	53	30846	30058	34992	30000	27996	73	116	30771	29235	34992	30000	27600
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	6	17	21199	21448	*	*	*	53	123	21567	21834	25500	21000	16992
ANIMAL SCIENCES	2	13	20432	21436	*	*	*	24	55	20184	19719	24000	19500	17000
PLANT SCIENCES	2	4	18500	19125	*	*	*	7	32	19808	21176	*	*	*
NATURAL RESOURCES	+	8	+	20032				4	24	16985	19058	*	*	*
OTHER AGRICULTURAL SCIENC	1	7	25800	26829	*	*	*	29	56	25721	24411	30000	26000	22000
COMPUTER SCIENCE														
COMPUTER SCIENCE	46	362	30992	30012	36000	30744	26400	176	1382	29974	29804	34000	30000	25000
COMPUTER PROGRAMMING	2	16	25000	26526	*	*	*	9	86	27700	28223	*	*	*
INFORMATION SCIENCES & SY	17	112	27948	29147	*	*	*	40	457	28394	28631	31200	28008	26000
SYSTEMS ANALYSIS	1	3	22000	25669	*	*	*	2	17	23000	30556	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	53	+	28219				2	137	29480	27436	*	*	*
HEALTH SCIENCES	3	12	20333	21561	*	*	*	4	40	21250	20827	*	*	*
NURSING	2	126	25000	28330	*	*	*	7	246	23483	28270	*	*	*
PHARMACY	+	47	+	36811				14	86	39733	36728	*	*	*
SCIENCES														
ACTUARIAL	+	14	+	30757				1	78	20000	28267	*	*	*
ARCHITECTURAL & ENVIRONME	4	27	21000	24947	*	*	*	13	106	23346	25125	*	*	*
BIOLOGICAL	10	46	20648	22283	*	*	*	20	108	19859	21800	29200	20502	12000
CHEMISTRY	16	45	25968	25753	*	*	*	24	152	26307	27494	30000	27000	20496
GEOLOGY & GEOLOGICAL SCI	+	4	+	25200				4	29	25700	23463	*	*	*
MATHEMATICS	17	103	26069	27883	*	*	*	51	357	27346	27032	33000	28044	19822
PHYSICS	3	16	24999	28179	*	*	*	7	58	25028	29157	*	*	*
OTHER PHYSICAL & EARTH SC	5	9	20810	21009	*	*	*	6	18	21742	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				+	8	+	32066			
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	1316	8407						4161	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	66	779	$25082	$26347	$30000	$25000	$19992	336	4114	$24729	$26824	$29004	$25000	$19800
ACCOUNTING (PRIVATE)	48	365	25432	25293	30000	26496	18000	171	1486	24877	25273	30000	25920	18000
COMMERCIAL BANKING (CNSMR	4	54	21001	23914	*	*	*	11	279	17701	21915	*	*	*
COMMERCIAL BANKING (LENDG	3	37	17811	25302	*	*	*	11	302	18684	24171	*	*	*
INVESTMT BANKING (CORP FN	1	44	33840	29555	*	*	*	5	124	29988	29065	*	*	*
INVESTMT BANKNG (M & A)	1	3	26004	24335	*	*	*	2	19	26004	26534	*	*	*
INVESTMT BANKG (REAL EST)	+	5	+	25525				+	19	+	25358			
INVESTMT BANKG (SALES & T	3	8	21332	22662	*	*	*	7	36	21970	23226	*	*	*
FINANCIAL/TREASURY ANALYS	57	190	24651	25976	30000	24996	18996	112	774	24563	26692	30000	24996	18900
PORTFOLIO MGMT/BROKERAGE	2	18	21800	22394	*	*	*	6	90	21667	23430	*	*	*
UNDERWRITING	7	55	28318	25135	*	*	*	16	212	27252	24012	*	*	*
INSURANCE - CLAIMS	12	75	22050	21879	*	*	*	16	191	21749	22456	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	14	23004	18098	*	*	*	3	39	22004	20370	*	*	*
MEDIA PLANNING	+	10	+	18548				1	31	25200	19795	*	*	*
REPORTING	4	9	17000	16444	*	*	*	5	30	16400	16517	*	*	*
PRODUCTION	2	14	29100	24200	*	*	*	2	67	29100	25338	*	*	*
PUBLIC RELATIONS	14	38	19071	20413	*	*	*	30	114	19413	20322	25800	19098	14400
WRITING / EDITING	23	47	20696	21822	26004	19500	15000	38	112	19772	19972	26004	18750	13500
MARKETING														
ADVERTISING	11	40	26021	23681	*	*	*	24	104	25500	21927	27000	24000	18996
BRAND/PRODUCT MANAGEMENT	8	68	29126	26393	*	*	*	36	276	23771	25442	35004	21200	17000
BUYER/MERCHANDISING	22	94	22918	23302	25000	22992	18996	48	551	23190	23021	26000	22992	17004
DISTRIBUTION	2	40	30000	26430	*	*	*	7	158	24129	26152	*	*	*
MARKET RESEARCH	11	59	21862	24320	*	*	*	22	135	21789	25128	27000	22500	15600
PURCHASING	1	15	25000	25413	*	*	*	8	69	20562	24204	*	*	*
SALES	122	588	25449	24475	30000	24996	19800	269	2171	25439	24719	32364	25000	19000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	24	20195	21392	*	*	*	3	62	24132	21236	*	*	*
FINANC,TAXA, MONETARY POL	5	33	20300	23768	*	*	*	13	102	21405	23017	*	*	*
ECONOMIC PROGRAMS	1	12	25000	21721	*	*	*	2	28	26500	24373	*	*	*
LAW ENFORCEMENT	+	34	+	22336				1	67	18000	24037	*	*	*
MILITARY	5	35	20800	22925	*	*	*	10	133	23910	22375	*	*	*
NATIONAL SECURITY	3	6	24767	22133	*	*	*	4	15	23825	24459	*	*	*
URBAN / REGIONAL PLANNING	1	16	24996	21773	*	*	*	2	33	24996	23546	*	*	*
ENGINEERING														
BIOENGINEERING	39	46	35019	33374	36996	35496	33000	79	107	35089	33193	37200	35496	33000
DESIGN / CONSTRUCT	91	475	29607	30675	34140	30000	24600	335	2007	29555	30096	35000	30000	24000
ENVIRONMENTAL/SANITATION	17	55	29340	29174	*	*	*	50	261	28436	29334	34400	29068	21000
MANUFACTURING/INDUSTRIAL	124	526	31008	31724	34992	30498	27996	267	2160	30995	31948	34992	30996	27996
SYSTEMS / PROGRAMMING	20	88	30212	31039	33120	29700	27000	59	460	30131	31078	34440	30300	26000
POWER SYSTEMS	18	95	32082	31662	*	*	*	56	486	32526	31720	36500	32200	28068
SOFTWARE DESIGN & DEVELOP	62	156	31687	32064	36000	31900	26256	135	503	31255	31802	36000	31800	26004
HARDWARE DESIGN & DEVELOP	35	123	30388	31853	33500	31000	27000	56	417	30620	32303	33500	31100	26520

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	17	111	$35666	$32109	*	*	*	68	689	$33588	$32283	$38000	$33550	$27504
TESTING	5	55	28899	29755	*	*	*	39	298	29042	30205	34500	30000	22140
PROCESS ENGINEERING	40	279	34461	35339	$37140	$35002	$29868	259	1669	34792	35045	37200	35160	31200
PROJECT ENGINEERING	43	253	30262	31818	35000	31500	26200	414	1383	32207	32130	36500	33000	26500
OTHER ENGINEERING	22	718	30132	31291	33500	30420	26000	127	2835	30917	31333	36000	31200	25500
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19788				1	38	16000	22109	*	*	*
INDUSTRIAL HYGIENE	+	22	+	29409				+	23	+	28826			
MEDICAL TECHNOLOGY	+	14	+	25269				3	40	19003	23950	*	*	*
NURSES / PERSONAL CARE	3	126	23167	28425	*	*	*	9	246	21764	28200	*	*	*
OCCUPATIONAL THERAPY	+	9	+	24933				1	28	26000	25644	*	*	*
PHARMACIST	+	42	+	36674				14	68	39733	37466	*	*	*
PHYSICAL THERAPY	1	18	25000	29180	*	*	*	1	60	25000	29309	*	*	*
RESPIRATORY THERAPY	+	3	+	23200				+	11	+	25030			
OTHER HEALTH RELATED	13	50	18486	22964	*	*	*	20	106	19138	21842	21996	19752	14400
SOCIAL SERVICES														
ADMINISTRATION	2	19	28800	22583	*	*	*	7	56	21943	19827	*	*	*
COUNSELING	4	46	13249	16385	*	*	*	14	102	14896	16658	*	*	*
FUNDRAISING / DEVELOPMENT	4	19	19950	17893	*	*	*	5	35	18560	16930	*	*	*
SOCIAL WORK	5	40	14810	16994	*	*	*	9	82	15384	17313	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	70	288	29880	28696	33504	30000	26000	192	1232	29634	28589	33504	30000	24996
INFORMATION SYSTEMS	26	135	25757	28913	31500	24996	20000	75	608	26675	28262	32196	27840	19992
SYSTEMS ANALYSIS & DESIGN	2	201	25022	29333	*	*	*	50	689	28704	29539	33000	28026	24000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	28	29000	30740	*	*	*	6	123	25753	30222	*	*	*
AGRICULTURE/NAT'L RESOURC	11	32	18680	19888	*	*	*	70	162	20634	20122	25800	20002	15054
ARCHITECTURE	5	12	24799	22980	*	*	*	9	35	24500	21993	*	*	*
CONSULTING	13	229	30322	28351	*	*	*	26	987	29103	28679	33996	30000	25000
HUMAN RESRCS /INDUS RELS	17	49	20301	22568	*	*	*	38	172	19619	23233	27000	18848	15000
MANAGEMENT TRAINEE	62	723	21953	22257	26500	20800	17000	223	2459	21975	22269	28000	20600	16200
MATH/STATISTICIANS	1	20	27500	26909	*	*	*	4	49	24423	25451	*	*	*
PARALEGAL	+	31	+	22006				5	61	20943	20908	*	*	*
RESEARCHERS NON-TECHNICAL	1	16	17700	25456	*	*	*	4	47	18220	22480	*	*	*
RESEARCHERS - TECHNICAL	+	27	+	28073				+	80	+	27896			
TEACHING	100	392	20233	19634	24000	19500	16650	210	1027	20055	19353	24996	19650	15700
TOTALS	1316	8407						4161	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	47	83	$28915	$29484	$33492	$30000	$24000	115	365	$28524	$29647	$33000	$28200	$24000
MBA--NON-TECH	59	228	38173	36009	48000	37000	30000	144	798	37311	36175	46500	36000	29000
MBA--TECH	+	49	+	36349				4	174	36175	37737	*	*	*
MS-BUSINESS	+	3	+	27753				+	58	+	34347			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	4	31	30323	32530	*	*	*	5	246	29458	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	7	15	33285	30646	*	*	*	10	72	33098	31487	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	29700				1	49	36900	33739	*	*	*
MARKETING/MKTNG MGT (RESE	3	11	33400	32109	*	*	*	3	90	33400	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	+	9	+	29422				+	17	+	27602			
JOURNALISM	+	+	+	+				1	2	23000	24500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	24987				+	30	+	25698			
ELEMENTARY EDUCATION	1	12	21530	24005	*	*	*	3	36	21190	22893	*	*	*
PHYSICAL EDUCATION	2	5	23496	23598	*	*	*	3	11	20996	27508	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	3	10	25100	24141	*	*	*	8	37	23928	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	1	5	26601	24920	*	*	*	2	9	24801	22400	*	*	*
VISUAL & PERFORMING ARTS	2	2	27802	27802	*	*	*	4	9	27152	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				1	3	23000	24333	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				+	2	+	22500			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	3	17	28923	23055	*	*	*	4	47	30444	24169	*	*	*
SOCIOLOGY	+	+	+	+				+	3	+	20500			
SOCIAL SCIENCES - OTHER	10	17	28392	27713	*	*	*	14	26	27861	26536	*	*	*

continued

RMCPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	28	$36036	$37713	*	*	*	9	86	$35005	$36114	*	*	*
AGRICULTURAL	+	2	+	41448				+	8	+	37700			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	4	+	36500			
CHEMICAL	8	19	36110	36512	*	*	*	22	152	36357	37862	$38700	$36798	$34296
CIVIL	16	50	32455	32770	*	*	*	34	242	31882	32366	37992	30000	26820
COMPUTER	+	24	+	37496				3	55	34167	35748	*	*	*
ELECTRICAL/ELECTRONIC	13	114	36725	37907	*	*	*	31	405	36879	37526	39000	37908	34000
INDUSTRIAL	+	17	+	33031				+	87	+	35362			
MECHANICAL	23	98	35072	35346	$37500	$36000	$32000	56	346	35623	36506	37800	36000	33792
METALLURGICAL	+	9	+	36878				8	38	37600	36792	*	*	*
MINING & MINERAL	1	2	54000	45000	*	*	*	2	7	54000	39626	*	*	*
NUCLEAR	+	1	+	38400				+	19	+	36728			
PETROLEUM	+	3	+	41400				4	29	38500	38412	*	*	*
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				+	13	+	25696			
HEALTH SCIENCES	+	+	+	+				1	9	16416	20402	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	2	2	17252	17252	*	*	*	6	13	24251	22839	*	*	*
ARCHITECTURAL & ENVIRONME	3	3	23885	23885	*	*	*	8	11	27269	26905	*	*	*
BIOLOGICAL	+	5	+	22360				+	13	+	27279			
CHEMISTRY	+	2	+	36660				+	23	+	32320			
COMPUTER SCIENCE														
COMPUTER SCIENCE	24	99	34125	37175	37000	34496	30000	40	266	34369	36849	38496	34992	30000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	10	+	34086				19	63	34408	33644	*	*	*
MATHEMATICS (INCL ACTUARI	1	13	32496	29390	*	*	*	9	45	30982	30069	*	*	*
PHYSICS	+	1	+	41600				+	12	+	31480			
POLYMER	+	+	+	+				+	9	+	37098			
TOTALS	234	1026						574	4048					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	14	81	$40786	$39595	*	*	*	52	397	$37473	$43310	$45000	$38000	$28000
MBA--TECH	+	19	+	47446				2	115	42000	48191	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	13	64	37246	40320	*	*	*	39	453	38831	45683	48000	38000	30000
MBA--TECH	+	46	+	46161				1	234	42000	50355	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	9	66	42444	43515	*	*	*	42	341	42004	45883	53000	40000	30000
MBA--TECH	1	49	47000	46586	*	*	*	2	171	45000	51452	*	*	*
TOTALS	37	325						138	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	17	+	$55606				+	25	+	54788			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	3	23	$38667	46128	*	*	*	5	43	$41000	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	2	7	30800	35857	*	*	*	2	13	30800	34154	*	*	*
SOCIOLOGY	2	2	32502	32502	*	*	*	4	4	32502	32502	*	*	*
SOCIAL SCIENCES	+	5	+	37800				+	10	+	34200			
ENGINEERING														
AEROSPACE	+	2	+	56000				+	6	+	48932			
CHEMICAL	11	45	51400	50392	*	*	*	24	177	51066	50524	$53892	$50100	$48600
CIVIL	2	11	56400	45177	*	*	*	2	20	56400	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	1	51	48996	53315	*	*	*	1	84	48996	53147	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	15	+	51853				1	40	48000	49887	*	*	*
METALLURGICAL	+	12	+	46867				2	30	45500	47296	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				1	16	39600	38912	*	*	*
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	5	40	41866	45258	*	*	*	11	145	42843	45356	*	*	*
GEOLOGICAL SCIENCES	+	3	+	41267				3	14	40167	38028	*	*	*
MATHEMATICS	+	5	+	48704				3	11	34000	42775	*	*	*
PHYSICS	1	6	35000	41717	*	*	*	1	17	35000	41486	*	*	*
POLYMER	+	1	+	45000				+	8	+	46625			
TOTALS	27	261						60	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	24653 340 38400/19800			22000 2		25500 2	18989 10	29000 3	16000 1
BUSINESS ADMIN (INCL MGMT	26500 2	20000 1	13000 1	18270 4	21000 3	28726 4	26975 4	23500 1	
ECONOM & FINANCE (BANKING	28000 7	17000 1		18195 20 24996/13200	23617 11	28766 6	22989 8	26099 18	
HUMAN RSRCS (incl LABOR R				16826 2			19992 1		
MANAGEMENT INFO SYSTEMS	32496 4			30000 2			25745 16	25245 8	
MARKETING/MARK MGMT (RESR		20000 1				21199 5	26681 11	26450 6	
ADVERTISING		20969 7		15360 2			21996 2		
COMMUNICATIONS		16500 1		16800 1		15625 8	26004 1	25000 1	
JOURNALISM						13500 4	27000 1		
FOREIGN LANGUAGES							15750 2		
LETTERS (incl English, Li	34992 1						22425 8		
HISTORY								23004 2	
PSYCHOLOGY				14500 1	18996 1	24000 1	16402 5		
SOCIOLOGY							17004 2		
SOCIAL SCIENCES-OTHER				13440 1			17901 8	24996 1	
AGRICULTURAL									28320 1
ARCHITECTURAL									26357 7
CHEMICAL							34080 1	32237 11	32000 1
CIVIL								27990 30 35000/24000	29487 22 38352/27000
COMPUTER						30000 1	28780 5		24000 1
ELECTRICAL/ELECTRONIC	27000 1					31287 15	33242 28 45000/28000	32491 14	30540 9
INDUSTRIAL						32400 1		29667 3	
MECHANICAL						31380 1	30028 7	31572 11	30172 5

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
METALLURGICAL								32000 1	
MINING (INCL GEOLOGICAL)								24333 3	26669 7
PETROLEUM								31600 3	33000 1
ENGINEERING TECHNOLOGY						29466 6	30864 6	26213 5	21340 5
INDUSTRIAL TECHNOLOGY								34992 2	
AGRIBUSINESS	25500 1			18200 2				22000 1	24720 1
ANIMAL SCIENCES						13000 1			
PLANT SCIENCES								19000 1	
OTHER AGRICULTURAL SCIENC				19500 1					
COMPUTER SCIENCE						31502 5	30157 53 45996/26000	26910 2	32670 2
COMPUTER PROGRAMMING						30000 1	26000 1		
INFORMATION SCIENCES & SY	31000 1					32950 2	28329 15	30125 4	
ARCHITECTURAL & ENVIRONME			22591 11						
CHEMISTRY						25500 2		24000 1	
MATHEMATICS						29500 1	27200 6	29439 3	
PHYSICS									20000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	21819 10		22840 5	19700 4		20658 7			
BUSINESS ADMIN (INCL MGMT	21967 6	16375 4	18525 2	22800 6		20581 32 35000/16500			
ECONOM & FINANCE (BANKING	24940 23 41000/18900	19868 6	23214 7	24155 20 30000/19000		23793 39 35004/19200	27996 2		
HUMAN RSRCS (incl LABOR R		21000 1		19000 1		21571 7			
MANAGEMENT INFO SYSTEMS	26400 1			26716 10		24164 6			
MARKETING/MARK MGMT (RESR	26198 5	21033 9	22000 2	26538 16		22319 101 45000/19000	23495 3		
ADVERTISING						23250 4			
COMMUNICATIONS	18996 1			22400 5		18650 2			
JOURNALISM			16000 1	18827 4		19500 4			20733 3
PHYSICAL EDUCATION		13200 1							
TEXTILES & CLOTHING						18086 7			
MERCHANDISING MANAGEMENT						20748 8			
FOREIGN LANGUAGES	26004 2					23597 5			30000 2
LETTERS (incl English, Li		18000 2		24000 2					
CRIMINAL JUSTICE					20000 3				
HISTORY		15000 1	20000 1	25500 1		19900 3			
POLITICAL SCIENCE/GOVT				27000 1	17500 2	24664 3			
PSYCHOLOGY		23700 2		18000 1		19504 8			
SOCIAL SCIENCES-OTHER	21600 2	12000 1		21800 2					
AEROSPACE & AERONAUTICAL				32000 1					
COMPUTER				28000 1					
MECHANICAL				33000 1					
AGRIBUSINESS	20000 1					23000 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
NATURAL RESOURCES		17800 1							
COMPUTER SCIENCE				26445 8		28000 2			
COMPUTER PROGRAMMING						29000 1			
INFORMATION SCIENCES & SY				28356 4					
PHARMACY						43533 8			
ARCHITECTURAL & ENVIRONME				30000 1					
BIOLOGICAL			14000 1			12000 1			
CHEMISTRY	26500 2					19733 3			
MATHEMATICS				26904 5					

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 1

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	20996 2		25500 5	23831 4		20229 18	23840 10	30000 2	27797 6
BUSINESS ADMIN (INCL MGMT	30000 1		21300 4		20330 1	20468 8	23088 3	16000 1	22000 1
ECONOM & FINANCE (BANKING			26450 2		16000 5	20635 12	20627 4	26000 1	30000 2
HUMAN RSRCS (incl LABOR R			24000 1						
MANAGEMENT INFO SYSTEMS				28250 2	19992 2	18451 3			
MARKETING/MARK MGMT (RESR			26000 2			21763 5	20000 2	24000 1	27621 4
COMMUNICATIONS			19000 1		22000 1	22800 2	20004 1		32000 1
JOURNALISM							21750 2		
TELECOMMUN/BROADCASTING							25200 1		
ELEMENTARY EDUCATION					20098 97 32800/15000		19400 3		
PHYSICAL EDUCATION					21345 12		13100 2	18664 3	
SPECIAL EDUCATION					19580 18				
HUMAN ECOLOGY (HOME ECONO					23000 1				
MERCHANDISING MANAGEMENT					17004 4				
FOREIGN LANGUAGES					19050 4	24652 2			
LETTERS (incl English, Li					23252 12				19500 2
VISUAL & PERFORMING ARTS			26004 1		19191 25 30000/15996				
HUMANITIES - OTHER						19400 1			
CRIMINAL JUSTICE						12000 1	18000 1		
HISTORY		27500 1	24000 2		14820 4	24996 1	15000 2		
POLITICAL SCIENCE/GOVT			15000 2		13800 1	23997 3	26000 3	18240 2	
PSYCHOLOGY			12000 1		14808 5		14400 2	12996 1	13000 2
SOCIOLOGY									30000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIAL SCIENCES-OTHER	24996 2	17700 ?	20004 2		17431 11	24076 4	23180 2	18300 1	13950 4
ARCHITECTURAL							25343 3		
CHEMICAL		33000 1		32800 3		31352 2			
CIVIL			26360 3	31506 10	20004 1	26151 14	26072 53 36000/21461		33000 1
COMPUTER		30270 2	30000 1		24960 2	26600 2	28167 3		
ELECTRICAL/ELECTRONIC		31000 3	35025 4	31847 21 42000/28068		26428 59 38000/21000	25301 5	24329 4	
INDUSTRIAL				29000 1		24852 10			
MECHANICAL		29463 4	29850 1	31539 11		28490 15			
METALLURGICAL		32000 1							
MINING (INCL GEOLOGICAL)				31800 1					
PETROLEUM						27500 1	26200 1		
ENGINEERING TECHNOLOGY		25150 2		31610 2		21720 3	17404 2		
INDUSTRIAL TECHNOLOGY		29496 1							
AGRIBUSINESS						19674 4	22600 3		
ANIMAL SCIENCES								14004 1	
PLANT SCIENCES						21647 2	17288 3		
NATURAL RESOURCES							16713 3		
COMPUTER SCIENCE		31992 2	32000 1		18998 2	25118 10	25625 4	29000 1	24250 2
COMPUTER PROGRAMMING						20000 1			
INFORMATION SCIENCES & SY						19732 3	26000 1		
HEALTH SCIENCES								25000 1	24000 2
NURSING								23230 6	25000 1
PHARMACY								29500 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL & ENVIRONME							25000 1		
BIOLOGICAL					18803 5		15000 1	21498 6	18492 1
CHEMISTRY					22667 3				
GEOLOGY & GEOLOGICAL SCI						20000 1			
MATHEMATICS		34500 1			22005 10	18697 4		26000 1	
PHYSICS						21100 2			
OTHER PHYSICAL & EARTH SC					19413 4				

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 4 - PAGE 1

BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	12000 1		18200 2		31400 2	21000 2		22500 2	26317 6
BUSINESS ADMIN (INCL MGMT			15333 3		23454 1	29763 1	24000 1	18000 1	17000 2
ECONOM & FINANCE (BANKING	17400 2				25500 1	21435 3	26415 4	33000 2	29456 12
MANAGEMENT INFO SYSTEMS					31538 2				32500 1
MARKETING/MARK MGMT (RESR				24000 1			27996 4	21600 5	26136 10
ADVERTISING			21000 1	15000 1					
COMMUNICATIONS		22500 1		17000 1				19300 1	24600 2
JOURNALISM						25000 1			
SPECIAL EDUCATION			17000 1						
LETTERS (incl English, Li	19500 2		17000 1						
HISTORY				12000 2					
POLITICAL SCIENCE/GOVT			15100 1						29460 2
PSYCHOLOGY			13475 4	11004 2		20004 1			
SOCIOLOGY			17000 1						
SOCIAL SCIENCES-OTHER	19500 2		16148 6		29004 1				
AEROSPACE & AERONAUTICAL					30794 16				
AGRICULTURAL						26120 2			
ARCHITECTURAL								27150 2	
CHEMICAL					32850 4		33050 4	32606 7	34853 138 39900/33000
CIVIL						33000 1		28439 40 36000/24996	29400 2
COMPUTER					31136 5				
ELECTRICAL/ELECTRONIC					30857 59 34800/27120	25200 1	32124 8	31672 5	35238 6
INDUSTRIAL					28063 6	22000 1	32100 3	29730 43 41004/25200	31200 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MECHANICAL					30066 90 34992/27996	33750 2	32584 39 37800/29500	29157 7	33669 32 35000/33000
METALLURGICAL							32265 4		33500 1
MINING (INCL GEOLOGICAL)						18996 1		28500 1	
ENGINEERING TECHNOLOGY					28042 13		27200 2	24157 7	
INDUSTRIAL TECHNOLOGY					30492 38 36000/27996		34344 4		
AGRIBUSINESS						21597 25 30000/17000			
ANIMAL SCIENCES					23496 2	19281 8			
OTHER AGRICULTURAL SCIENC						25288 8			
COMPUTER SCIENCE					32108 17				33060 2
COMPUTER PROGRAMMING									28500 1
INFORMATION SCIENCES & SY									28500 1
ALLIED HEALTH						25000 1			33960 1
HEALTH SCIENCES			12000 1						
PHARMACY									35700 5
BIOLOGICAL				12000 1		12000 1			29200 1
CHEMISTRY									27624 8
MATHEMATICS					33555 4				32800 1
PHYSICS					30333 3				
OTHER PHYSICAL & EARTH SC									26400 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 16330

BY CURRICULUM/EMPLOYER

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING			23800 3			23416 2			27384 35 33000/25000
BUSINESS ADMIN (INCL MGMT	24250 4		24500 2		25000 1		31000 1		23425 4
ECONOM & FINANCE (BANKING	19100 4	28850 4	33001 10		20000 1		28000 1		26777 22 31000/25000
HUMAN RSRCS (incl LABOR R			26500 1						24996 1
MANAGEMENT INFO SYSTEMS	26278 8	27977 7	26664 3		27822 4				30000 1
MARKETING/MARK MGMT (RESR	19300 2	27033 3	26442 19	24517 6	24125 8			21600 2	25600 10
ADVERTISING			26496 1						
COMMUNICATIONS		33996 1	27000 1	23000 1				23000 1	
PHYSICAL EDUCATION									29996 3
FOREIGN LANGUAGES		30000 2		24332 3					
LETTERS (incl English, Li	20004 2								
VISUAL & PERFORMING ARTS	20004 2		48332 3						
HUMANITIES - OTHER			24000 1						
POLITICAL SCIENCE/GOVT			28500 2						
PSYCHOLOGY	24000 1	15000 1	24500 1	30000 1					
SOCIOLOGY			27250 2						
SOCIAL SCIENCES-OTHER	27996 1			50004 2					
AEROSPACE & AERONAUTICAL		31500 1							
AGRICULTURAL			30475 8						30000 1
CHEMICAL	32500 2	34276 22 36000/33948	34248 4	35904 10	31200 1	34020 2		37092 2	36312 156 40500/34500
CIVIL		30150 2			37336 3	30000 3			32710 14
COMPUTER	30656 19	32440 9							34700 2
ELECTRICAL/ELECTRONIC	34764 53 51996/30500	32298 83 39600/29820	32632 9	34500 2	32520 1	32521 5	30000 1		33969 37 42000/30000

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
INDUSTRIAL		31900 4	32500 2	33000 3				29500 2	30667 3
MECHANICAL	32280 8	31400 31 34080/29796	31930 10	35700 2	30192 11	33532 3			34844 100 38600/33000
METALLURGICAL	32500 1				32904 33 37000/31800	32430 10			34250 2
MINING (INCL GEOLOGICAL)						30364 17			34500 1
PETROLEUM									36464 41 41970/34000
ENGINEERING TECHNOLOGY	28500 2	31600 2			31653 6			35004 2	32328 3
INDUSTRIAL TECHNOLOGY	36000 2	30428 11							
AGRIBUSINESS			20880 10						28500 2
ANIMAL SCIENCES			21347 12						
PLANT SCIENCES			24500 1						
OTHER AGRICULTURAL SCIENC			26205 20 30000/23000						
COMPUTER SCIENCE	30580 25 39996/26400	30749 16	27000 2	33000 2				39492 1	31771 14
COMPUTER PROGRAMMING		30000 1							30000 2
INFORMATION SCIENCES & SY	29600 5	28550 2							30600 2
SYSTEMS ANALYSIS	23000 2								
BIOLOGICAL									30744 2
CHEMISTRY		34992 2	26400 1						29400 2
GEOLOGY & GEOLOGICAL SCI					24000 1				29400 2
MATHEMATICS	31580 2	30222 4							30463 8
PHYSICS	21996 1								

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING					25000 1	18000 1	28333 6
BUSINESS ADMIN (INCL MGMT				35004 2			24000 7
ECONOM & FINANCE (BANKING			28992 1	25200 1			21715 7
MARKETING/MARK MGMT (RESR	24000 1	25000 1	28000 1		25250 2	26123 4	21636 11
ADVERTISING							27000 2
JOURNALISM						26496 1	
FOREIGN LANGUAGES		39000 2			27996 2		29004 4
LETTERS (incl English, Li							24240 2
VISUAL & PERFORMING ARTS							21996 1
PSYCHOLOGY					22000 1		24000 1
SOCIAL SCIENCES-OTHER				39996 1			12000 2
AGRICULTURAL							32000 1
CHEMICAL	33000 2	33739 5	31500 2	28000 1		35271 9	35706 4
CIVIL			30000 1	30492 2		29000 1	31924 11
COMPUTER						36800 1	
ELECTRICAL/ELECTRONIC			29500 1	37200 2		29966 7	26547 8
INDUSTRIAL				36000 2			27500 2
MECHANICAL		30310 1	32580 4	32600 3		33569 7	32366 7
MINING (INCL GEOLOGICAL)						34000 1	
ENGINEERING TECHNOLOGY			28000 1				24998 5
INDUSTRIAL TECHNOLOGY		33336 3	27000 4			34500 2	27832 6
AGRIBUSINESS							16200 1
COMPUTER SCIENCE						33000 1	30996 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER	
COMPUTER PROGRAMMING							25800	1
ACTUARIAL							20000	1
MATHEMATICS							29000	1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	24847 354 38400/19992	20026 11	13000 1	18574 35 30000/13440	22785 15	21583 30 50000/12996	22458 79 42000/15000	25924 40 34000/21600	16000 1
BACHELOR - TECHNICAL	27833 3		22591 11	18633 3		30189 36 35900/26256	30464 122 45996/26400	29621 95 40000/24000	28249 63 38352/24000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23904 50 41000/17000	19208 27 27600/13200	21875 18	24094 73 50004/18000	19000 5	21991 236 45000/18000	25295 5		24440 5
BACHELOR - TECHNICAL	24333 3	17800 1	14000 1	27738 21 33000/26196		32380 17			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24397 5	20967 3	22461 23 28200/15000	25304 6	19632 203 32800/15000	20988 60 29000/16305	21169 38 35000/14400	20814 12	23568 23 35000/14400
BACHELOR - TECHNICAL		30275 17	31103 10	31698 49 42000/28674	21024 27 27000/15700	25557 133 38000/20000	24918 83 36000/18096	23295 21 31200/20800	24713 7

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17829 7	22500 1	16015 20 21000/13000	14573 7	29119 7	22634 8	26849 9	23300 11	27067 35 36996/22992
BACHELOR - TECHNICAL			12000 1	12000 1	30412 257 50000/27996	22596 51 34500/17000	32455 64 37800/29500	29094 112 41004/24996	34126 202 40000/30000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	23093 24 29500/15600	27852 18	28934 49 60000/24000	28700 13	24949 14	23416 2	29500 2	22067 3	26872 76 33000/25000
BACHELOR - TECHNICAL	32404 122 51996/26800	32039 190 41400/28860	27250 79 35500/19000	34971 19	32278 56 41004/29760	31543 40 36000/30000	30000 1	34669 7	35016 394 42000/31000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	24000 1	34333 3	28496 2	33601 4	25582 6	24831 6	23640 43 38004/16000
BACHELOR - TECHNICAL	33000 2	33224 9	29909 13	33318 10		33241 29 36800/28992	29298 50 37992/21996

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32045 11	32000 3		41333 12	32200 5	28000 1		57392 6	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	46667 3	27500 2	35000 1	35833 3		35331 3			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH		30500 1	34767 6	31200 1	22500 1	26750 2	24996 1		34834 6
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH			30000 1		45348 4	34000 3	43450 8	35000 3	34700 11
MBA--TECH									39500 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	38400 2	42167 6	35600 5	32250 8	32496 2	33600 2		36249 4	42308 10
MBA--TECH		35000 1							35100 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	35000 1			34840 1	30000 1	58000 1	33167 3
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	24694 329 38400/19800	24282 137 33000/18000	22000 1						23200 6
BUSINESS ADMIN (INCL MGMT	26500 2	25200 1		24000 1	24000 1			15000 1	23986 7
ECONOM & FINANCE (BANKING	21000 2	27235 22 36996/22992	17579 9	18137 5	29700 2			24398 5	24877 93 41000/19000
HUMAN RSRCS (incl LABOR R									17651 1
MANAGEMENT INFO SYSTEMS	31992 2								
MARKETING/MARK MGMT (RESR		23750 2							26500 1
COMMUNICATIONS								16800 1	
PHYSICAL EDUCATION		30996 2							27996 1
FOREIGN LANGUAGES		27996 2				26004 2			
HISTORY									25500 1
POLITICAL SCIENCE/GOVT									13800 1
PSYCHOLOGY			14500 1						18996 1
SOCIAL SCIENCES-OTHER				13440 1					
MECHANICAL					33270 2				
AGRIBUSINESS	25500 1	25333 3		19300 3					
OTHER AGRICULTURAL SCIENC				19500 1					
BIOLOGICAL		30744 2							

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	16000	1																
BUSINESS ADMIN (INCL MGMT			21933	3	20000	1							30000	1	20195	1		
ECONOM & FINANCE (BANKING	25400	2	25126	5	22211	7									25800	2		
HUMAN RSRCS (incl LABOR R																	19992	1
MARKETING/MARK MGMT (RESR			50004	2	22777	4											20400	1
ADVERTISING																	15000	1
COMMUNICATIONS											17000	2			18262	8	26668	3
JOURNALISM					19802	3					16000	3	28200	1	23500	1	14633	3
TELECOMMUN/BROADCASTING									25200	1								
FOREIGN LANGUAGES															30000	2	21600	5
LETTERS (incl English, Li			24000	2											19200	2	23625	8
VISUAL & PERFORMING ARTS							22004	3										
HISTORY															15000	2	23004	2
POLITICAL SCIENCE/GOVT			27000	1											21996	2	18000	1
PSYCHOLOGY															18000	2	15007	7
SOCIAL SCIENCES-OTHER	21600	2	21600	1	22000	1									16714	7	15332	3
AGRIBUSINESS	20000	1																
ANIMAL SCIENCES																	19997	3
COMPUTER SCIENCE			18000	1														
ARCHITECTURAL & ENVIRONME			30000	1														
MATHEMATICS															15600	1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING							26000 1		21060 7
BUSINESS ADMIN (INCL MGMT		22391 14	25000 1	23983 6	19250 2	15750 2	24367 12	32000 1	
ECONOM & FINANCE (BANKING		26600 5	26097 3		20741 5	23000 3	27139 39 44004/20000		23862 2
HUMAN RSRCS (incl LABOR R							22200 5		
MANAGEMENT INFO SYSTEMS		18000 1							
MARKETING/MARK MGMT (RESR	24126 4	23230 10	24580 23 45000/21000	25000 1	22335 13	22997 2	24442 135 39996/18000	20200 1	17062 2
ADVERTISING	21384 13						24750 4		21000 1
COMMUNICATIONS	16500 1						23300 10		
JOURNALISM		19000 1				18000 1	26496 1		
TEXTILES & CLOTHING			18000 4						
MERCHANDISING MANAGEMENT			20555 9						
FOREIGN LANGUAGES		39000 2	24000 2				23830 6		
LETTERS (incl English, Li			24240 2						
VISUAL & PERFORMING ARTS	41748 4								
HUMANITIES - OTHER							24000 1		
HISTORY							22167 3		
POLITICAL SCIENCE/GOVT							28980 4		28000 1
PSYCHOLOGY					30000 1		20264 8		
SOCIOLOGY							27250 2		
SOCIAL SCIENCES-OTHER	27000 2						25996 3		
CHEMICAL							35266 4		
ELECTRICAL/ELECTRONIC			30000 1				32440 5		
MECHANICAL		33000 1					32022 9		

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
MINING (INCL GEOLOGICAL)							29600 2		
AGRIBUSINESS		17000 1	24500 2		16800 1		27083 6	20195 1	
ANIMAL SCIENCES		12000 1					32000 1		
BIOLOGICAL			12000 1				29200 1		
CHEMISTRY							26000 4		
PHYSICS							21996 1		
OTHER PHYSICAL & EARTH SC							26400 2		

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	25000 1		21996 1						
ECONOM & FINANCE (BANKING									18000 1
MANAGEMENT INFO SYSTEMS					24996 2				
MARKETING/MARK MGMT (RESR	28000 1		24000 1						
COMMUNICATIONS			24000 1						
FOREIGN LANGUAGES				24652 2					
CRIMINAL JUSTICE		18000 1							
HISTORY				24996 1					
POLITICAL SCIENCE/GOVT			26000 3						
SOCIAL SCIENCES-OTHER			20004 1						
AEROSPACE & AERONAUTICAL							29000 2		32227 6
AGRICULTURAL									29973 6
ARCHITECTURAL							25643 10		
CHEMICAL						35678 68 37500/33996	32173 8	34258 8	33385 4
CIVIL						33000 1	28171 117 41004/22884	28701 32 36000/24000	29220 1
COMPUTER							31952 3		
ELECTRICAL/ELECTRONIC			25550 2				31228 48 37200/29400		31343 8
INDUSTRIAL				21000 1			29959 39 41004/25200	25000 1	29411 32 36000/24800
MECHANICAL						32373 8	32430 60 38400/28860	27000 1	31608 129 44408/28000
MINING (INCL GEOLOGICAL)							30000 3	22999 4	
PETROLEUM							33400 3	27500 1	
ENGINEERING TECHNOLOGY							27303 35 35004/19000	16800 1	29430 7
INDUSTRIAL TECHNOLOGY									30771 73 36000/27600

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AGRIBUSINESS							24720 1	21000 1	
COMPUTER SCIENCE							34400 1		
COMPUTER PROGRAMMING							26000 1		
ARCHITECTURAL & ENVIRONME							23250 4		
CHEMISTRY						27000 2			
GEOLOGY & GEOLOGICAL SCI								20000 1	
PHYSICS			20000 1						

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING									34000 1
BUSINESS ADMIN (INCL MGMT	28800 1								
ECONOM & FINANCE (BANKING	29400 1								
MANAGEMENT INFO SYSTEMS					28800 2				
MARKETING/MARK MGMT (RESR			27600 1						
JOURNALISM									12000 1
AEROSPACE & AERONAUTICAL						25000 1		30239 4	31776 5
AGRICULTURAL								25200 1	30220 6
ARCHITECTURAL								29200 2	
CHEMICAL			32000 1		34907 14	36000 1	35212 229 40500/32500	35350 47 39900/33000	34162 10
CIVIL		34000 1	28000 2		38352 1	31000 2	26502 2	29465 40 34800/25200	27892 13
COMPUTER	30046 22 35400/26800		29911 9	31370 6	36800 1	26520 2		24960 2	
ELECTRICAL/ELECTRONIC	31473 19	32474 52 45000/28068	31629 98 45000/26004	30576 45 43200/27000	35887 23 51996/30000	30580 15	33202 5	30612 80 42000/25343	30927 29 36000/26000
INDUSTRIAL							33000 1	29000 3	29406 7
MECHANICAL	30699 4	34500 1		31900 3	32263 15	30892 5	32374 10	32787 123 38600/28800	31843 33 37800/29700
METALLURGICAL					32500 2	31500 1	31800 5	33052 42 37000/32000	31333 3
MINING (INCL GEOLOGICAL)								29341 21 34500/25980	33150 2
PETROLEUM						28400 2		36096 35 41960/33000	38112 6
ENGINEERING TECHNOLOGY		32150 2		28500 1	27200 2	26234 7		29115 8	26712 9
PLANT SCIENCES					23800 1				
COMPUTER SCIENCE	29592 9		30202 18	26400 1		30500 1		27450 2	30900 1
INFORMATION SCIENCES & SY	26400 1		30550 2						
ALLIED HEALTH							33960 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
CHEMISTRY					28797 5	20496 2	29800 6		
GEOLOGY & GEOLOGICAL SCI								29400 2	
MATHEMATICS			32575 4					28100 2	
PHYSICS	22500 2				33000 2				22200 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				19500 1					
BUSINESS ADMIN (INCL MGMT	16000 1								
PHYSICAL EDUCATION				12000 1					21996 2
LETTERS (incl English, Li									19500 2
POLITICAL SCIENCE/GOVT									18240 2
PSYCHOLOGY			14000 1						12000 1
SOCIAL SCIENCES-OTHER									13950 4
ELECTRICAL/ELECTRONIC			29004 1						
ANIMAL SCIENCES			14004 1						
HEALTH SCIENCES							25000 1		24000 2
NURSING				23483 7					
PHARMACY						39733 14			
BIOLOGICAL									21069 7
MATHEMATICS					26000 1				

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					28500 2	13486 1			
BUSINESS ADMIN (INCL MGMT		13000 1			27333 3	31500 1	26000 1		
ECONOM & FINANCE (BANKING					24025 4				16668 3
MANAGEMENT INFO SYSTEMS					28045 18	26004 50 34126/19992	25533 3		
MARKETING/MARK MGMT (RESR							24000 1		
COMMUNICATIONS	24600 2	22000 1							
JOURNALISM									20000 1
PHYSICAL EDUCATION									12000 1
SPECIAL EDUCATION		17000 1							
LETTERS (incl English, Li			18900 2						
HUMANITIES - OTHER				19400 1					
CRIMINAL JUSTICE	12000 1								
HISTORY			12000 1						
POLITICAL SCIENCE/GOVT				15100 1					
PSYCHOLOGY	14400 1	13383 6		11003 3					20004 1
SOCIOLOGY		17000 1	30000 1						
SOCIAL SCIENCES-OTHER		15750 3	13000 1	17736 4		23004 2			
COMPUTER					32614 7		34000 1		
ELECTRICAL/ELECTRONIC					32270 9	27964 3			
INDUSTRIAL					29000 1				
MECHANICAL							28500 2		
ENGINEERING TECHNOLOGY					22800 1				
AGRIBUSINESS							25200 1		20621 21 25000/17000

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ANIMAL SCIENCES									19208 15
PLANT SCIENCES					21000 1				18771 5
NATURAL RESOURCES									16985 4
OTHER AGRICULTURAL SCIENC									25435 17
COMPUTER SCIENCE	33000 2				30363 109 50000/25524	30683 7	29181 22 34000/26196		
COMPUTER PROGRAMMING					28883 6	20000 1	30000 1		
INFORMATION SCIENCES & SY					27002 18	29512 8	29518 7		
SYSTEMS ANALYSIS							23000 2		
HEALTH SCIENCES		12000 1							
ACTUARIAL								20000 1	
BIOLOGICAL	12000 1								13500 2
MATHEMATICS					29945 13	27348 2	29756 9	26904 5	

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING			20000 1	20000 6					
BUSINESS ADMIN (INCL MGMT			18976 5	20294 45 31200/15600					20330 1
ECONOM & FINANCE (BANKING		28175 8	21668 6	21457 32 27000/18000			25000 1		15000 2
HUMAN RSRCS (incl LABOR R			21624 4	21250 4					
MANAGEMENT INFO SYSTEMS			22992 2						
MARKETING/MARK MGMT (RESR		29500 3	27600 1	21280 54 31000/18000					
ADVERTISING				18000 1					
COMMUNICATIONS		25000 1		16919 5					
JOURNALISM			27000 1	20500 4					
ELEMENTARY EDUCATION			19200 1						20086 99 32800/15000
PHYSICAL EDUCATION				13200 1					20795 13
SPECIAL EDUCATION									19580 18
HUMAN ECOLOGY (HOME ECONO									23000 1
TEXTILES & CLOTHING				18200 3					
MERCHANDISING MANAGEMENT				15000 1					17004 2
FOREIGN LANGUAGES				29004 4					19900 3
LETTERS (incl English, Li		34992 1	16752 4						23475 11
VISUAL & PERFORMING ARTS									19191 25 30000/15996
CRIMINAL JUSTICE						20000 3			
HISTORY		27500 1	15000 2	19050 4			12480 1		14400 2
POLITICAL SCIENCE/GOVT				20798 5		17000 1			
PSYCHOLOGY				20689 7					21667 3
SOCIOLOGY			17004 2						

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER	39996 1		18044 8	40769 3		27716 1	17700 2		19156 8
CIVIL		23000 1							20004 1
COMPUTER									24000 1
ELECTRICAL/ELECTRONIC		32650 2		31420 6					
INDUSTRIAL				27200 2					
MECHANICAL		32831 3		32160 4					
ENGINEERING TECHNOLOGY				26000 1					
AGRIBUSINESS				19420 10					
ANIMAL SCIENCES				26100 3					
OTHER AGRICULTURAL SCIENC				26727 11					
COMPUTER SCIENCE									18998 2
INFORMATION SCIENCES & SY		29875 4							
ALLIED HEALTH		25000 1							
ARCHITECTURAL & ENVIRONME	22563 8								
BIOLOGICAL				14000 1					18803 5
CHEMISTRY				21920 5					
GEOLOGY & GEOLOGICAL SCI		24000 1							
MATHEMATICS				28000 1	24423 4				21617 9
OTHER PHYSICAL & EARTH SC									19413 4

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	24726 335 38400/19800	24798 166 36996/18000	17701 11	18303 7	27800 3	26004 2		21970 7	24563 112 41000/18900
BACHELOR - TECHNICAL	500 1	27498 5		19350 4	33270 2				

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22000 5	27717 14	21749 16	22004 3	25200 1	16400 5	29100 2	19544 29 30000/14400	19753 35 42000/14400
BACHELOR - TECHNICAL	20000 1	24000 2						15600 1	19997 3

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	25500 24 60000/18996	24054 33 39000/18000	23230 44 45000/18996	24129 7	22027 21 30000/15600	20562 8	24743 234 50000/18500	26100 2	21405 13
BACHELOR - TECHNICAL		20667 3	22750 4		16800 1		30090 35 38400/24000	20195 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	26500 2	18000 1	24000 7	24767 3	24996 2				18000 1
BACHELOR - TECHNICAL			23700 3	21000 1		35089 79 37500/33000	29555 335 41004/24000	28436 50 37092/21000	31043 266 44408/27996

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29100 2		27600 1		28800 2				23000 2
BACHELOR - TECHNICAL	30167 57 37000/26000	32526 56 45000/28068	31283 134 45000/26004	30620 56 43200/26520	33733 66 51996/27504	29042 39 36000/22140	34792 259 40500/31200	32207 414 42000/26500	31044 125 41970/26000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	16000 1		14000 1	15750 2					17025 11
BACHELOR - TECHNICAL			21504 2	23483 7	26000 1	39733 14	25000 1		21720 9

AVERAGE SALARY OFFERS SEPTEMBER 1990 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18900 4	15119 13	18560 5	15384 9	27404 27 33000/20400	25763 54 34126/19992	25320 5		17001 6
BACHELOR - TECHNICAL	26000 3	12000 1			29998 165 50000/25524	29022 21 39996/20195	29080 45 34000/25020	25753 6	20974 64 30000/16992

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	39996 1	28671 14	19619 38 29004/15000	21144 179 50004/15600		20943 5	18220 4		20018 188 32800/15781
BACHELOR - TECHNICAL	22563 8	29608 12		25356 44 35400/18000	24423 4				20373 22 26551/17125

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990, through February 8, 1990) and cumulatively (September 1, 1989, and February 8, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/10/90/ THROUGH 2/8/90

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	32	647	$24814	$27070	$27500	$25500	$22000	141	1187	$24962	$26548	$28000	$25500	$20000
BUSINESS ADMIN (INCL MGMT	9	57	20545	22347	*	*	*	34	243	19367	21855	21700	19000	16500
DISTRIBUTION MANAGEMENT	+	8	+	25200				3	18	22717	24489	*	*	*
ECONOM & FINANCE (BANKING	6	95	20327	23479	*	*	*	27	238	20709	23281	24500	20000	15800
HOTEL/RESTAURANT MGMT.	+	8	+	19100				1	27	18000	19873	*	*	*
HUMAN RSRCS (incl LABOR R	8	18	24863	24153	*	*	*	18	30	23389	23762	*	*	*
MANAGEMENT INFO SYSTEMS	2	27	24500	27245	*	*	*	19	92	27096	27064	*	*	*
MARKETING/MARK MGMT (RESR	19	117	23579	23402	*	*	*	56	316	21255	22748	25000	21000	18000
REAL ESTATE	2	7	16080	24880	*	*	*	2	9	16080	25484	*	*	*
COMMUNICATIONS														
ADVERTISING	3	3	21548	21548	*	*	*	6	9	18174	19227	*	*	*
COMMUNICATIONS	4	25	19275	20684	*	*	*	12	69	19925	20150	*	*	*
JOURNALISM	1	5	31500	18540	*	*	*	11	22	18032	16440	*	*	*
TELECOMMUN/BROADCASTING	1	3	12480	17593	*	*	*	3	8	16993	20715	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	18	38	20268	20445	*	*	*	56	157	20650	19048	24000	19803	18357
PRE-ELEMENTARY EDUCATION	2	2	16374	16374	*	*	*	3	7	18916	14742	*	*	*
PHYSICAL EDUCATION	1	2	19700	15850	*	*	*	7	18	20633	19829	*	*	*
SPECIAL EDUCATION	3	9	19421	18628	*	*	*	7	28	19775	19240	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	1	25000	25000	*	*	*	1	31	25000	18519	*	*	*
TEXTILES & CLOTHING	1	18	19900	20219	*	*	*	1	28	19900	20269	*	*	*
MERCHANDISING MANAGEMENT	2	2	20000	20000	*	*	*	3	24	19167	18032	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	2	18000	21250	*	*	*	1	4	18000	19439	*	*	*
LETTERS (incl English, Li	3	7	18425	19325	*	*	*	8	34	19693	18543	*	*	*
VISUAL & PERFORMING ARTS	4	5	21019	20815	*	*	*	7	27	21715	19091	*	*	*
HUMANITIES - OTHER	1	18	22500	19911	*	*	*	2	27	23250	20937	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	2	19493	19747	*	*	*	2	6	20997	20999	*	*	*
HISTORY	1	2	18954	20877	*	*	*	2	5	19477	20951	*	*	*
POLITICAL SCIENCE/GOVT	1	3	16700	18567	*	*	*	8	24	17762	20561	*	*	*
PSYCHOLOGY	1	9	15035	20771	*	*	*	5	30	15237	18459	*	*	*
SOCIOLOGY	+	1	+	24000				+	6	+	20332			
SOCIAL SCIENCES-OTHER	+	2	+	16500				1	11	20000	17939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	30450				1	46	32500	30616	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	27999			
ARCHITECTURAL	+	11	+	30856				+	14	+	29937			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	28000			
CHEMICAL	12	125	34760	35174	*	*	*	25	232	35021	34955	36720	35500	33400
CIVIL	1	94	29700	28620	*	*	*	11	236	30078	27558	*	*	*
COMPUTER	+	10	+	31140				+	31	+	30994			
ELECTRICAL/ELECTRONIC	16	232	30577	31508	*	*	*	31	499	30903	31283	34700	30396	26000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	1	26	$25343	$29958	*	*	*	4	145	$28975	$30717	*	*	*
MECHANICAL	14	219	31336	32178	*	*	*	27	525	30798	32030	$34700	$31500	$26000
METALLURGICAL	+	5	+	33984				+	35	+	32139			
MINING (INCL GEOLOGICAL)	+	10	+	26638				+	16	+	28961			
NUCLEAR	+	3	+	32560				+	10	+	30060			
PETROLEUM	+	18	+	35906				+	42	+	35866			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	2	37	24900	28417	*	*	*	5	72	28096	29255	*	*	*
INDUSTRIAL TECHNOLOGY	1	17	27000	25000	*	*	*	2	19	20000	24526	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	11	22385	21990	*	*	*	1	20	22385	22174	*	*	*
ANIMAL SCIENCES	+	8	+	17411				+	11	+	17571			
PLANT SCIENCES	+	1	+	20000				+	3	+	21000			
NATURAL RESOURCES	+	2	+	16000				+	3	+	18000			
OTHER AGRICULTURAL SCIENC	+	9	+	24556				2	11	20059	23738	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	12	88	26309	30020	*	*	*	28	209	25399	29003	30100	25547	19500
COMPUTER PROGRAMMING	2	4	29250	28150	*	*	*	3	9	27833	27181	*	*	*
INFORMATION SCIENCES & SY	1	44	29000	28952	*	*	*	7	88	26708	27874	*	*	*
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	31860				1	10	22000	22399	*	*	*
HEALTH SCIENCES	+	+	+	+				1	12	16800	21711	*	*	*
NURSING	1	1	27000	27000	*	*	*	2	8	31000	25650	*	*	*
PHARMACY	+	5	+	37787				2	10	32000	34905	*	*	*
SCIENCES														
ACTUARIAL	+	2	+	27650				+	5	+	30180			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	4	+	17663			
BIOLOGICAL	+	4	+	22750				3	17	24000	21874	*	*	*
CHEMISTRY	1	10	22500	27896	*	*	*	1	17	22500	26427	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23000				+	7	+	21214			
MATHEMATICS	4	11	19219	22039	*	*	*	11	43	20369	22817	*	*	*
PHYSICS	+	2	+	26550				+	5	+	25602			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	30000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	197	2180						616	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	26	539	$24751	$27006	$28000	$24500	$21700	118	962	$25282	$26730	$28000	$26000	$21500
ACCOUNTING (PRIVATE)	7	106	24604	26959	*	*	*	19	236	23632	25396	*	*	*
COMMERCIAL BANKING (CNSMR	3	7	20135	19415	*	*	*	8	22	20501	20032	*	*	*
COMMERCIAL BANKING (LENDG	1	17	15600	22571	*	*	*	8	38	20638	22399	*	*	*
INVESTMT BANKING (CORP FN	1	4	27600	30400	*	*	*	1	8	27600	27720	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	21334			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	3	19000	27000	*	*	*
INVESTMT BANKG (SALES & T	+	1	+	30000				+	1	+	30000			
FINANCIAL/TREASURY ANALYS	1	35	26100	27514	*	*	*	2	76	20950	26295	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	2	+	21900				+	6	+	20767			
UNDERWRITING	2	11	20280	22136	*	*	*	3	31	21187	21888	*	*	*
INSURANCE - CLAIMS	+	6	+	20967				4	23	21175	21349	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	6	+	17630			
MEDIA PLANNING	1	1	16000	16000	*	*	*	3	6	16333	20739	*	*	*
REPORTING	+	1	+	16200				1	4	17000	15740	*	*	*
PRODUCTION	+	2	+	27700				2	11	26000	25856	*	*	*
PUBLIC RELATIONS	1	3	12480	16493	*	*	*	4	15	15345	18961	*	*	*
WRITING / EDITING	+	2	+	15700				1	10	16200	18560	*	*	*
MARKETING														
ADVERTISING	+	4	+	20010				3	10	14500	18054	*	*	*
BRAND/PRODUCT MANAGEMENT	+	7	+	23057				4	34	22175	23702	*	*	*
BUYER/MERCHANDISING	1	49	19760	21249	*	*	*	3	76	19920	22298	*	*	*
DISTRIBUTION	1	8	21000	23900	*	*	*	4	17	19588	23495	*	*	*
MARKET RESEARCH	+	3	+	23667				1	6	20000	23960	*	*	*
PURCHASING	+	7	+	25731				+	10	+	24431			
SALES	24	114	23519	24914	31500	23500	18000	55	312	22900	24464	31600	23000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	3	18000	21667	*	*	*	2	11	17250	19658	*	*	*
FINANC,TAXA, MONETARY POL	+	3	+	22890				1	9	18000	23741	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	1	+	18000			
LAW ENFORCEMENT	1	1	19493	19493	*	*	*	1	3	19493	20664	*	*	*
MILITARY	3	5	26229	26437	*	*	*	17	32	22632	22293	*	*	*
NATIONAL SECURITY	+	1	+	32700				+	1	+	32700			
URBAN / REGIONAL PLANNING	+	+	+	+				1	1	27500	27500	*	*	*
ENGINEERING														
BIOENGINEERING	+	5	+	25010				+	5	+	25010			
DESIGN / CONSTRUCT	3	131	30531	30212	*	*	*	8	332	30034	29845	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	28418				+	25	+	27890			
MANUFACTURING/INDUSTRIAL	11	146	32184	32231	*	*	*	21	385	32217	31859	36000	33000	28200
SYSTEMS / PROGRAMMING	2	35	27672	30222	*	*	*	3	70	28048	30682	*	*	*
POWER SYSTEMS	+	19	+	30244				2	67	30732	31335	*	*	*
SOFTWARE DESIGN & DEVELOP	4	37	30475	31672	*	*	*	5	67	29449	31252	*	*	*
HARDWARE DESIGN & DEVELOP	1	26	35040	32690	*	*	*	1	56	35040	31737	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	50	$22500	$31729	*	*	*	10	128	$32391	$31079	*	*	*
TESTING	1	32	30000	29898	*	*	*	1	70	30000	30120	*	*	*
PROCESS ENGINEERING	10	112	34440	34606	*	*	*	18	207	34789	34397	*	*	*
PROJECT ENGINEERING	13	127	31185	31691	*	*	*	24	247	30954	32051	$33900	$31275	$29000
OTHER ENGINEERING	3	90	28600	30699	*	*	*	5	217	28428	30625	*	*	*
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	4	18500	25555	*	*	*	3	14	16971	21283	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	1	1	18000	18000	*	*	*	2	9	18000	21690	*	*	*
NURSES / PERSONAL CARE	1	1	27000	27000	*	*	*	2	8	31000	24475	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	3	+	25346			
PHARMACIST	+	5	+	37787				+	6	+	36522			
PHYSICAL THERAPY	+	+	+	+				+	+	+	*			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	*			
OTHER HEALTH RELATED	1	2	15035	17518	*	*	*	4	16	22759	19832	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	16700	16567	*	*	*	1	6	16700	15947	*	*	*
COUNSELING	+	2	+	20225				2	15	15075	15743	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				2	5	17200	17180	*	*	*
SOCIAL WORK	1	1	18954	18954	*	*	*	2	10	17877	17262	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	8	87	26151	28660	*	*	*	27	181	25249	27717	30000	25740	19500
INFORMATION SYSTEMS	2	17	22500	27955	*	*	*	14	87	26242	26847	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	38	27567	30159	*	*	*	10	96	27080	29160	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	28433				1	8	28000	29675	*	*	*
AGRICULTURE/NAT'L RESOURC	1	24	22385	19799	*	*	*	1	35	22385	19905	*	*	*
ARCHITECTURE	+	+	+	+				1	5	20000	18130	*	*	*
CONSULTING	+	34	+	28418				+	81	+	27118			
HUMAN RESRCS /INDUS RELS	2	10	25050	24850	*	*	*	5	25	22620	23027	*	*	*
MANAGEMENT TRAINEE	18	122	21439	20705	*	*	*	80	389	20520	20684	25000	20000	16300
MATH/STATISTICIANS	+	1	+	25500				1	7	22265	22184	*	*	*
PARALEGAL	+	1	+	20000				+	3	+	19333			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	1	+	25000			
RESEARCHERS - TECHNICAL	+	1	+	18000				+	6	+	23020			
TEACHING	34	60	19490	19802	$22300	$19433	$17775	93	282	20337	18890	24000	19900	18000
TOTALS	197	2180						616	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 1 FEBRUARY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	6	$31000	$27983	*	*	*	15	80	$28413	$30160	*	*	*
MBA--NON-TECH	2	29	37250	35141	*	*	*	8	71	30613	32593	*	*	*
MBA--TECH	3	9	36333	34256	*	*	*	3	14	36333	36280	*	*	*
MS-BUSINESS	+	7	+	37786				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	8	+	42206				2	15	26750	35257	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	3	+	31775				2	5	30000	31065	*	*	*
MANAGEMENT INFORMATION SY	+	1	+	38400				+	3	+	37133			
MARKETING/MKTNG MGT (RESE	+	1	+	50000				2	3	27906	35271	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	3	+	22800			
ELEMENTARY EDUCATION	1	1	27740	27740	*	*	*	6	11	24580	23002	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	24000				1	6	20368	21915	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				+	1	+	12000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	1	1	20000	20000	*	*	*	1	1	20000	20000	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	2	+	32200			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				1	1	23419	23419	*	*	*

continued

SCPA REGIONAL Report No. 1 FEBRUARY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	$35372				+	9	+	$35688			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	2	+	38500				+	10	+	35791			
CIVIL	+	13	+	32592				+	47	+	31711			
COMPUTER	+	+	+	+				+	1	+	39364			
ELECTRICAL/ELECTRONIC	1	15	$36000	38149	*	*	*	2	43	$35000	36688	*	*	*
INDUSTRIAL	+	2	+	35300				+	9	+	37056			
MECHANICAL	+	29	+	37860				+	39	+	37083			
METALLURGICAL	+	5	+	38280				+	5	+	38280			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	+	4	+	38325				+	8	+	38513			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	24000				1	2	34248	29124	*	*	*
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	2	+	30500				+	3	+	32000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	12	+	41550				3	32	34333	37292	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	1	+	34800				2	11	30504	32528	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	28395				+	8	+	32343			
PHYSICS	+	1	+	30000				2	3	29875	29917	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	9	158						51	470					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/10/90 THROUGH 2/8/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	3	17	$35833	$38494	*	*	*
MBA--TECH	1	1	40000	40000	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	4	13	64475	48377	*	*	*
MBA--TECH	2	2	41750	41750	*	*	*
OVER 4 YEARS							
MBA--NON-TECH	1	9	45000	42100	*	*	*
MBA--TECH	+	+	+	+			
TOTALS	11	42					

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	4	34	$37125	$40276	*	*	*
MBA--TECH	1	3	40000	39333	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	5	29	57580	44776	*	*	*
MBA--TECH	2	7	41750	53371	*	*	*
OVER 4 YEARS							
MBA--NON-TECH	2	28	35500	44746	*	*	*
MBA--TECH	+	3	+	67333			
TOTALS	14	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 1/10/90 THROUGH 2/8/90

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	1	1	$38000	$38000	*	*	*	1	1	$38000	$38000	*	*	*
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	+	+	+				+	1	+	38000			
EDUCATION														
EDUCATION ADMINISTRATION	1	1	38000	38000	*	*	*	3	5	32933	37560	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	24000	24000	*	*	*
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	2	+	50500				+	9	+	48447			
CIVIL	+	1	+	37200				+	1	+	37200			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	1	+	55900				+	4	+	57975			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	2	+	45500			
METALLURGICAL	+	+	+	+				+	2	+	52560			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	6	+	39383			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				1	2	28000	36000	*	*	*
PHYSICS	+	+	+	+				+	3	+	42293			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	2	6						6	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25303 117 30500/21500			21025 4					
BUSINESS ADMIN (INCL MGMT	21700 1			19234 6					
ECONOM & FINANCE (BANKING				20846 13	22000 2	24500 1			
HUMAN RSRCS (incl LABOR R				24000 1					
MANAGEMENT INFO SYSTEMS				19000 1	26950 1		28206 9	22000 2	
MARKETING/MARK MGMT (RESR				21375 4		25000 1	18000 1		
ADVERTISING		20411 4							
COMMUNICATIONS		14750 2		24000 1		24000 2			
JOURNALISM		15450 2				16000 2			
TELECOMMUN/BROADCASTING						18500 1			
HISTORY			20000 1						
ELECTRICAL/ELECTRONIC							28800 1		33500 1
MECHANICAL									26000 1
COMPUTER SCIENCE							25540 5		
COMPUTER PROGRAMMING							25000 1		
INFORMATION SCIENCES & SY							29100 1		
MATHEMATICS								28000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				18000 1		22000 1			
BUSINESS ADMIN (INCL MGMT			19250 4	18250 2		19930 10			
DISTRIBUTION MANAGEMENT						20500 1			
ECONOM & FINANCE (BANKING	21467 3					19587 3	17000 1		
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RSRCS (incl LABOR R	21750 2	26000 1	18000 1	24256 9			17500 1		
MANAGEMENT INFO SYSTEMS	27963 2								
MARKETING/MARK MGMT (RESR	20500 3		21250 2	22500 1		19795 19	19000 1	21150 2	
REAL ESTATE	20160 1			12000 1					
COMMUNICATIONS		20000 1				19667 3			
JOURNALISM						20000 1			17000 1
PHYSICAL EDUCATION		16000 1							
HUMAN ECOLOGY (HOME ECONO			25000 1						
MERCHANDISING MANAGEMENT						19167 3			
LETTERS (incl English, Li		22000 1				18750 2			
VISUAL & PERFORMING ARTS						18500 1			
POLITICAL SCIENCE/GOVT						13250 2			
ELECTRICAL/ELECTRONIC								25343 1	
COMPUTER SCIENCE	22265 1			23250 2				25353 1	
INFORMATION SCIENCES & SY				27183 2					
ALLIED HEALTH						22000 1			
MATHEMATICS				25700 1					

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	35000 1				15300 1	19747 2	21140 1	20340 1	
BUSINESS ADMIN (INCL MGMT					15000 1	15738 2	18333 3		
ECONOM & FINANCE (BANKING			15000 1			19493 1			
MARKETING/MARK MGMT (RESR		20000 1				15738 1			19413 1
COMMUNICATIONS				20100 1					
JOURNALISM					12000 1				15500 1
ELEMENTARY EDUCATION					20516 55 30000/18357	28000 1			
PRE-ELEMENTARY EDUCATION					18916 3				
PHYSICAL EDUCATION					21405 6				
SPECIAL EDUCATION					19775 7				
TEXTILES & CLOTHING					19900 1				
FOREIGN LANGUAGES						18000 1			
LETTERS (incl English, Li					19609 5				
VISUAL & PERFORMING ARTS					22251 6				
HUMANITIES - OTHER									24000 1
CRIMINAL JUSTICE					22500 1	19493 1			
HISTORY							18954 1		
POLITICAL SCIENCE/GOVT						19493 1	15550 2		
PSYCHOLOGY					18000 1		15075 2		14018 2
CIVIL							22583 1		
ELECTRICAL/ELECTRONIC				30480 2		27870 6			
INDUSTRIAL						25343 1			
MECHANICAL						23889 3			

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ENGINEERING TECHNOLOGY				37680 1					
AGRIBUSINESS							22385 1		
OTHER AGRICULTURAL SCIENC					25000 1				
COMPUTER SCIENCE				29200 1		25002 4			
INFORMATION SCIENCES & SY				31000 1		19493 1			
HEALTH SCIENCES							16800 1		
NURSING								31000 2	
BIOLOGICAL		30000 1							
CHEMISTRY		22500 1							
MATHEMATICS					19075 5	19662 3			
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					25414 2	26500 1	18000 1		
BUSINESS ADMIN (INCL MGMT					23600 1	21600 1			15000 1
DISTRIBUTION MANAGEMENT						23650 1			24000 1
HUMAN RSRCS (incl LABOR R							22500 1		
MARKETING/MARK MGMT (RESR							21000 1		27650 2
HUMANITIES - OTHER					22500 1				
POLITICAL SCIENCE/GOVT		20000 1							
AEROSPACE & AERONAUTICAL					32500 1				
CHEMICAL					30300 1				34873 3
CIVIL								29027 3	
ELECTRICAL/ELECTRONIC					30107 7		31200 2	29192 1	
MECHANICAL					29989 5		28650 2	24000 1	34950 2
ENGINEERING TECHNOLOGY							28000 1		
INDUSTRIAL TECHNOLOGY							27000 1		
OTHER AGRICULTURAL SCIENC						15118 1			
COMPUTER SCIENCE					31100 3			20500 2	
PHARMACY									32000 2

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	32000	1			25750	2			24925	2			20800	1	26400	1	27999	1
ECONOM & FINANCE (BANKING							24000	1							21000	1		
HUMAN RSRCS (incl LABOR R					30000	1	21200	1										
MANAGEMENT INFO SYSTEMS	28367	3															30000	1
MARKETING/MARK MGMT (RESR	23400	1	22500	2	26000	2	25250	4	19006	1			21000	1			25000	1
ADVERTISING									13400	1								
COMMUNICATIONS	15500	1					23000	1										
JOURNALISM	31500	1													23250	1		
TELECOMMUN/BROADCASTING					12480	1												
CHEMICAL															35175	4	36967	3
CIVIL																	33500	4
ELECTRICAL/ELECTRONIC	33300	1	32275	4											34450	2	40200	1
INDUSTRIAL			29780	2														
MECHANICAL			32167	3											34300	4		
ENGINEERING TECHNOLOGY									21600	1					26600	2		
COMPUTER SCIENCE	25542	2			27500	1			21500	1					30713	2		
COMPUTER PROGRAMMING	29250	2																
INFORMATION SCIENCES & SY	29000	1							24000	1								

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BUSINESS ADMIN (INCL MGMT		20800 1				26100 1	
MARKETING/MARK MGMT (RESR						18000 2	22000 2
ADVERTISING					14000 1		
JOURNALISM	16200 1						
TELECOMMUN/BROADCASTING							20000 1
POLITICAL SCIENCE/GOVT		22500 2					
SOCIAL SCIENCES-OTHER							20000 1
CHEMICAL					36150 4	34440 10	
CIVIL						29700 1	28750 2
ELECTRICAL/ELECTRONIC					33300 1	35040 1	
INDUSTRIAL						30996 1	
MECHANICAL					36120 1	32580 5	
INDUSTRIAL TECHNOLOGY							13000 1
COMPUTER SCIENCE		19500 2	25343 1				
BIOLOGICAL							21000 2
MATHEMATICS							16000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25272 118 30500/21500	17756 8	20000 1	20767 30 26400/17400	23650 3	21143 7	27185 10	22000 2	
BACHELOR - TECHNICAL							26325 8	28000 1	29750 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22317 11	21000 4	20056 9	21950 14		19471 46 25200/17000	17833 3	21150 2	17000 1
BACHELOR - TECHNICAL	22265 1			25313 5		22000 1		25348 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	35000 1	20000 1	15000 1	20100 1	20298 88 30000/18000	19119 10	17372 9	20340 1	17390 5
BACHELOR - TECHNICAL		26250 2		31768 5	20063 6	24595 18	20589 3	31000 2	30000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		20000 1			24232 4	23917 3	20500 3		23575 4
BACHELOR - TECHNICAL					30400 17	15118 1	29117 6	25896 7	34074 7

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26786 7	22500 2	24330 6	24171 7	20564 4		20900 2	23550 3	27666 3
BACHELOR - TECHNICAL	28647 6	31684 9	27500 1		22367 3			32959 14	35638 8

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	16200 1	21933 3			14000 1	20700 3	21000 4
BACHELOR - TECHNICAL		19500 2	25343 1		35670 6	33502 18	21417 6

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25313 117 30500/21500	23632 19	19600 1						
BUSINESS ADMIN (INCL MGMT	21700 1		19703 2	19333 3					26100 1
ECONOM & FINANCE (BANKING			20000 3	21150 4	27600 1		19000 1		15800 1
MARKETING/MARK MGMT (RESR			21000 1	22500 1					
COMMUNICATIONS			24000 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			18250 2						
HUMAN RSRCS (incl LABOR R		21700 2							
MARKETING/MARK MGMT (RESR			22500 1						
REAL ESTATE		20160 1							
ADVERTISING					16500 2			13400 1	
COMMUNICATIONS								20000 1	
JOURNALISM					16000 1	17000 1		15500 1	16200 1
TELECOMMUN/BROADCASTING							18500 1	12480 1	
ELECTRICAL/ELECTRONIC							33500 1		
MATHEMATICS			25700 1						

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		18000 1		18200 1				16500 1	
DISTRIBUTION MANAGEMENT				23650 1			24000 1		
ECONOM & FINANCE (BANKING			19760 1				21000 2		
HUMAN RSRCS (incl LABOR R							23660 10		
MANAGEMENT INFO SYSTEMS							32050 2		
MARKETING/MARK MGMT (RESR		20350 2		21000 1	20000 1		22525 20 31600/18000		18000 1
ADVERTISING	14000 1						24322 2		
COMMUNICATIONS	15500 1	30000 1	20000 1	15500 1			18750 4		
JOURNALISM	14000 1						21913 4		
TELECOMMUN/BROADCASTING							20000 1		
FOREIGN LANGUAGES								18000 1	
VISUAL & PERFORMING ARTS							18500 1		
HUMANITIES - OTHER							23250 2		
POLITICAL SCIENCE/GOVT							19333 3		
SOCIAL SCIENCES-OTHER			20000 1						
PHARMACY							32000 2		
BIOLOGICAL							24000 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			19493 1						
BUSINESS ADMIN (INCL MGMT			15738 2						
ECONOM & FINANCE (BANKING			19493 1						
MARKETING/MARK MGMT (RESR			15738 1						
ELEMENTARY EDUCATION			28000 1						
CRIMINAL JUSTICE		19493 1							
POLITICAL SCIENCE/GOVT			19493 1						
CHEMICAL									36360 2
CIVIL					27500 1		31593 3		31350 2
ELECTRICAL/ELECTRONIC			28375 5				30531 3		33420 5
INDUSTRIAL			25343 1						30996 1
MECHANICAL							26950 2		33550 7
ENGINEERING TECHNOLOGY									27067 3
INDUSTRIAL TECHNOLOGY									27000 1
COMPUTER SCIENCE			25353 1						
INFORMATION SCIENCES & SY			19493 1						
MATHEMATICS			19493 2						

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MANAGEMENT INFO SYSTEMS	30000 1								
AEROSPACE & AERONAUTICAL					32500 1				
CHEMICAL					36575 4		34789 18	30300 1	
CIVIL								29177 5	
ELECTRICAL/ELECTRONIC	27072 2	25344 1	28600 1	35040 1	30600 1			30746 9	40200 1
MECHANICAL		36120 1			27164 2	30000 1		32222 9	26780 3
ENGINEERING TECHNOLOGY					37680 1				21600 1
COMPUTER SCIENCE			29661 4						
CHEMISTRY					22500 1				

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	18500 1								
MARKETING/MARK MGMT (RESR	19413 1								
PHYSICAL EDUCATION									16000 1
PSYCHOLOGY	13000 1								15035 1
COMPUTER SCIENCE			18000 1						
NURSING				31000 2					
BIOLOGICAL			18000 1						30000 1
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT			20000 1						
MANAGEMENT INFO SYSTEMS					27475 2	25631 9	27020 5		
HISTORY				18954 1					
POLITICAL SCIENCE/GOVT	16700 1		14400 1						
PSYCHOLOGY		15075 2							
ELECTRICAL/ELECTRONIC					33300 1				
MECHANICAL						26000 1	26000 1		
AGRIBUSINESS									22385 1
COMPUTER SCIENCE					24757 17	25343 1	26900 3		
COMPUTER PROGRAMMING					27833 3				
INFORMATION SCIENCES & SY					26550 2	28455 3	29000 1		
HEALTH SCIENCES				16800 1					
MATHEMATICS					18000 2			28000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				23333 3					
BUSINESS ADMIN (INCL MGMT				19947 17					15000 1
DISTRIBUTION MANAGEMENT				20500 1					
ECONOM & FINANCE (BANKING				20838 13					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RSRCS (incl LABOR R			23250 4	24000 2					
MARKETING/MARK MGMT (RESR				20727 26 30000/17000					
REAL ESTATE				12000 1					
COMMUNICATIONS			20100 1	19000 1					
JOURNALISM				20000 1					12000 1
ELEMENTARY EDUCATION									20516 55 30000/18357
PRE-ELEMENTARY EDUCATION									18916 3
PHYSICAL EDUCATION									21405 6
SPECIAL EDUCATION									19775 7
HUMAN ECOLOGY (HOME ECONO				25000 1					
TEXTILES & CLOTHING									19900 1
MERCHANDISING MANAGEMENT				19167 3					
LETTERS (incl English, Li				19833 3					19609 5
VISUAL & PERFORMING ARTS									22251 6
CRIMINAL JUSTICE									22500 1
HISTORY	20000 1								
POLITICAL SCIENCE/GOVT				16750 2					
PSYCHOLOGY									18000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL				29780 2					
INDUSTRIAL TECHNOLOGY				13000 1					
OTHER AGRICULTURAL SCIENC				15118 1					25000 1
COMPUTER SCIENCE					22265 1				
ALLIED HEALTH				22000 1					
MATHEMATICS									19075 5

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25282 118 30500/21500	23632 19	20501 8	20638 8	27600 1		19000 1		20950 2
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		21187 3	19667 3		16333 3	17000 1	18500 1	15345 4	16200 1
BACHELOR - TECHNICAL			25700 1				33500 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	14500 3	22175 4	19920 3	19588 4	20000 1		22529 52 33000/18000	17250 2	18000 1
BACHELOR - TECHNICAL							29333 3		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		19493 1	19099 7						
BACHELOR - TECHNICAL			25105 10		27500 1		30034 8		32217 21 37500/28200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	30000 1								
BACHELOR - TECHNICAL	27072 2	30732 2	29449 5	35040 1	32391 10	30000 1	34789 18	30954 24 34700/29000	28428 5

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	16971 3								15518 2
BACHELOR - TECHNICAL			18000 2	31000 2					30000 2

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	16700 1	15075 2	17200 2	18954 1	27475 2	25631 9	27020 5		
BACHELOR - TECHNICAL				16800 1	25071 25 38000/19500	27342 5	27140 5	28000 1	22385 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	20000 1		22620 5	20425 75 32000/17000					20355 87 30000/18000
BACHELOR - TECHNICAL				21936 5	22265 1				20063 6

AVERAGE SALARY OFFERS FEBRUARY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	21800 1			35000 1	28200 1			35500 1	
MBA--TECH								38000 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH						17000 1			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					36400 1				
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	32000 1	39000 1							
MBA--TECH		35000 1							36000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990, through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	59	734	$25307	$25614	$28000	$25200	$21600	209	2015	$25158	$26179	$28800	$25500	$20000
BUSINESS ADMIN (INCL MGMT	17	160	22554	23396	*	*	*	55	414	20727	22545	26000	20500	17000
DISTRIBUTION MANAGEMENT	2	10	24000	26220	*	*	*	5	28	23230	25108	*	*	*
ECONOM & FINANCE (BANKING	29	205	24206	25105	27500	25000	20000	57	467	22511	24149	26400	23500	16500
HOTEL/RESTAURANT MGMT.	+	4	+	20900				1	31	18000	20005	*	*	*
HUMAN RSRCS (incl LABOR R	16	20	25737	24740	*	*	*	34	50	24494	24153	28875	24500	19500
MANAGEMENT INFO SYSTEMS	6	65	20512	26664	*	*	*	25	160	25516	26926	30000	27000	20000
MARKETING/MARK MGMT (RESR	22	171	22241	22727	25000	22000	18200	84	501	21695	22759	25200	22000	18000
REAL ESTATE	1	5	20500	22900	*	*	*	3	14	17553	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	7	11	15589	17238	*	*	*	15	22	16744	17985	*	*	*
COMMUNICATIONS	5	33	20960	19983	*	*	*	19	107	20405	20160	*	*	*
JOURNALISM	+	14	+	18879				12	37	17863	17351	*	*	*
TELECOMMUN/BROADCASTING	+	5	+	13920				3	13	16993	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	15	74	20182	19103	*	*	*	71	234	20551	19142	24000	20000	18357
PRE-ELEMENTARY EDUCATION	1	15	23100	17584	*	*	*	5	23	19779	16783	*	*	*
PHYSICAL EDUCATION	+	5	+	17840				7	23	20633	19397	*	*	*
SPECIAL EDUCATION	1	22	20618	20796	*	*	*	9	52	19933	19876	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	2	5	16700	21280	*	*	*	3	36	19467	18902	*	*	*
TEXTILES & CLOTHING	1	2	27000	24300	*	*	*	2	30	23450	20538	*	*	*
MERCHANDISING MANAGEMENT	3	4	19277	20158	*	*	*	6	28	19222	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				1	6	18000	22026	*	*	*
LETTERS (incl English, Li	3	17	23567	20065	*	*	*	11	51	20750	19050	*	*	*
VISUAL & PERFORMING ARTS	+	7	+	18000				7	35	21715	18727	*	*	*
HUMANITIES - OTHER	+	17	+	31518				2	45	23250	25247	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				2	13	20997	20583	*	*	*
HISTORY	1	3	27000	25000	*	*	*	3	8	21985	22469	*	*	*
POLITICAL SCIENCE/GOVT	3	16	21633	21706	*	*	*	11	42	18818	21986	*	*	*
PSYCHOLOGY	4	21	22138	20940	*	*	*	9	53	18304	19655	*	*	*
SOCIOLOGY	+	5	+	27900				1	12	22000	23624	*	*	*
SOCIAL SCIENCES-OTHER	+	4	+	16226				1	16	20000	17827	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	70	+	30699				1	116	32500	30666	*	*	*
AGRICULTURAL	+	12	+	32006				+	15	+	31205			
ARCHITECTURAL	+	8	+	30590				+	22	+	30174			
BIOENGINEERING & BIOMEDIC	+	4	+	30353				+	6	+	29568			
CHEMICAL	55	438	35191	35336	37000	35100	34000	82	673	35146	35207	37000	35130	33400
CIVIL	20	174	27872	27762	32301	27850	25000	31	410	28655	27645	32500	28500	25000
COMPUTER	2	49	30813	32310	*	*	*	2	84	30813	31899	*	*	*
ELECTRICAL/ELECTRONIC	49	433	31560	32025	35500	31620	26500	86	950	31263	31624	35040	31200	26000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	11	151	$30505	$31196	*	*	*	15	297	$30097	$30964	*	*	*
MECHANICAL	69	512	31003	32143	$34800	$31500	$25343	96	1045	30945	32082	$34700	$31500	$25343
METALLURGICAL	6	39	29817	31872	*	*	*	6	74	29817	31998	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	5	+	31630				+	15	+	30583			
PETROLEUM	+	16	+	36788				+	58	+	36120			
TEXTILE	3	3	33669	33669	*	*	*	3	3	33669	33669	*	*	*
ENGINEERING TECHNOLOGY	3	29	33700	31576	*	*	*	8	102	30198	29934	*	*	*
INDUSTRIAL TECHNOLOGY	1	2	24000	29250	*	*	*	3	21	21333	24976	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	15	22995	22924	*	*	*	4	36	22843	22649	*	*	*
ANIMAL SCIENCES	+	5	+	18400				+	16	+	17830			
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				+	4	+	17925			
OTHER AGRICULTURAL SCIENC	2	3	31000	30667	*	*	*	4	14	25530	25223	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	134	28829	29217	*	*	*	42	370	26536	29091	31800	27000	21000
COMPUTER PROGRAMMING	11	21	30657	29110	*	*	*	14	30	30052	28531	*	*	*
INFORMATION SCIENCES & SY	3	48	28733	30014	*	*	*	10	149	27316	28615	*	*	*
SYSTEMS ANALYSIS	+	2	+	27250				+	2	+	27250			
HEALTH SCIENCES														
ALLIED HEALTH	+	37	+	27656				1	48	22000	26526	*	*	*
HEALTH SCIENCES	+	4	+	24745				1	16	16800	22470	*	*	*
NURSING	+	14	+	27450				2	23	31000	26630	*	*	*
PHARMACY	+	7	+	31677				2	17	32000	33576	*	*	*
SCIENCES														
ACTUARIAL	+	2	+	26000				+	7	+	28986			
ARCHITECTURAL & ENVIRONME	5	7	28376	26440	*	*	*	5	11	28376	23248	*	*	*
BIOLOGICAL	+	7	+	20143				3	25	24000	21780	*	*	*
CHEMISTRY	+	24	+	29107				1	42	22500	28057	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				+	9	+	19887			
MATHEMATICS	3	17	23764	26721	*	*	*	16	66	21428	24250	*	*	*
PHYSICS	+	5	+	24400				+	11	+	25547			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	30000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	24	24	26861	26861	29000	26800	25000	24	24	26861	26861	29000	26800	25000
TOTALS	479	3988						1136	9400					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	58	552	$25755	$25880	$28000	$26000	$23000	183	1583	$25521	$26417	$28000	$26000	$21700
ACCOUNTING (PRIVATE)	12	187	24741	24615	*	*	*	33	456	23773	25049	27999	23250	20000
COMMERCIAL BANKING (CNSMR	7	21	22429	22257	*	*	*	15	44	21400	21059	*	*	*
COMMERCIAL BANKING (LENDG	2	20	20747	23674	*	*	*	10	60	20659	22844	*	*	*
INVESTMT BANKING (CORP FN	+	7	+	28643				1	15	27600	28151	*	*	*
INVESTMT BANKNG (M & A)	+	4	+	25450				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	3	+	23067				1	6	19000	25033	*	*	*
INVESTMT BANKG (SALES & T	+	3	+	16183				+	4	+	19638			
FINANCIAL/TREASURY ANALYS	3	104	26050	26452	*	*	*	5	184	24010	26306	*	*	*
PORTFOLIO MGMT/BROKERAGE	2	15	17500	20160	*	*	*	2	21	17500	20333	*	*	*
UNDERWRITING	2	7	25250	22671	*	*	*	6	39	22677	22031	*	*	*
INSURANCE - CLAIMS	4	16	20125	22775	*	*	*	9	40	20800	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	4	27000	21250	*	*	*	1	11	27000	18616	*	*	*
MEDIA PLANNING	+	3	+	16667				3	9	16333	19382	*	*	*
REPORTING	+	3	+	16167				1	7	17000	15923	*	*	*
PRODUCTION	3	7	21367	27094	*	*	*	5	19	23220	25762	*	*	*
PUBLIC RELATIONS	1	12	16000	23167	*	*	*	5	27	15476	20830	*	*	*
WRITING / EDITING	+	12	+	17450				1	22	16200	17955	*	*	*
MARKETING														
ADVERTISING	1	14	12000	19821	*	*	*	8	28	17438	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	3	21	29233	27730	*	*	*	7	56	25200	25173	*	*	*
BUYER/MERCHANDISING	6	20	20655	22602	*	*	*	9	97	20410	22647	*	*	*
DISTRIBUTION	2	12	26350	31883	*	*	*	6	29	21842	26966	*	*	*
MARKET RESEARCH	1	9	24000	27120	*	*	*	2	15	22000	25856	*	*	*
PURCHASING	1	9	22500	22905	*	*	*	1	20	22500	23423	*	*	*
SALES	35	222	24221	25009	30400	24000	18000	94	549	23407	24670	30600	23450	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	6	11000	22383	*	*	*	4	18	16075	20519	*	*	*
FINANC,TAXA, MONETARY POL	2	5	14030	18512	*	*	*	3	14	15353	21873	*	*	*
ECONOMIC PROGRAMS	+	10	+	27569				+	11	+	26699			
LAW ENFORCEMENT	+	9	+	26556				1	12	19493	25083	*	*	*
MILITARY	+	6	+	18280				18	39	22819	21771	*	*	*
NATIONAL SECURITY	+	1	+	21000				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	+	+	+				1	1	27500	27500	*	*	*
ENGINEERING														
BIOENGINEERING	+	7	+	29371				+	12	+	27554			
DESIGN / CONSTRUCT	31	279	29734	30142	32500	29856	26000	39	613	29796	29990	33000	30500	25000
ENVIRONMENTAL/SANITATION	3	31	27359	29627	*	*	*	3	56	27359	28852	*	*	*
MANUFACTURING/INDUSTRIAL	37	318	31401	32550	35900	31320	27500	59	712	31671	32172	36000	31320	27500
SYSTEMS / PROGRAMMING	3	59	33000	30916	*	*	*	6	132	30524	30841	*	*	*
POWER SYSTEMS	6	61	29657	32242	*	*	*	8	130	29926	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	5	50	29250	31606	*	*	*	10	117	29349	31403	*	*	*
HARDWARE DESIGN & DEVELOP	3	40	26532	32181	*	*	*	4	97	28659	31794	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	14	129	$32589	$32612	*	*	*	24	265	$32506	$31905	$37320	$32750	$26328
TESTING	3	35	27391	31190	*	*	*	4	107	28043	30487	*	*	*
PROCESS ENGINEERING	42	312	34852	35485	$36000	$35020	$34000	62	522	34854	35057	36000	35000	33400
PROJECT ENGINEERING	21	132	32843	32696	35500	34000	30700	45	379	31836	32276	35000	31600	29000
OTHER ENGINEERING	52	375	31030	31952	34080	31495	26500	62	597	30860	31466	34200	31250	25343
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				3	18	16971	21693	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				2	10	18000	22371	*	*	*
NURSES / PERSONAL CARE	+	15	+	26420				2	24	31000	25629	*	*	*
OCCUPATIONAL THERAPY	+	13	+	26585				+	17	+	26332			
PHARMACIST	+	1	+	29500				+	7	+	35519			
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	+	12	+	22542				4	28	22759	20993	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	7	+	19798				1	14	16700	18376	*	*	*
COUNSELING	+	11	+	17175				3	27	17050	16521	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				2	5	17200	17180	*	*	*
SOCIAL WORK	1	7	18750	18821	*	*	*	3	19	18168	18556	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	18	117	29082	29092	*	*	*	49	329	26823	28210	33000	27600	19473
INFORMATION SYSTEMS	9	81	24722	27129	*	*	*	23	172	25647	26945	30000	26950	20000
SYSTEMS ANALYSIS & DESIGN	4	70	26054	30501	*	*	*	14	172	26787	29793	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	5	+	29490				1	13	28000	29604	*	*	*
AGRICULTURE/NAT'L RESOURC	1	14	22385	21390	*	*	*	2	49	22385	20329	*	*	*
ARCHITECTURE	+	1	+	19200				1	6	20000	18308	*	*	*
CONSULTING	4	119	27100	28866	*	*	*	7	221	27700	28183	*	*	*
HUMAN RESRCS /INDUS RELS	+	14	+	23436				6	41	22817	23478	*	*	*
MANAGEMENT TRAINEE	55	179	24862	22968	30000	25200	19000	135	572	22289	21439	28500	21500	17500
MATH/STATISTICIANS	+	1	+	30600				1	8	22265	23236	*	*	*
PARALEGAL	+	2	+	12150				+	5	+	16460			
RESEARCHERS NON-TECHNICAL	+	3	+	23000				1	6	16000	23833	*	*	*
RESEARCHERS - TECHNICAL	+	15	+	28225				+	23	+	27089			
TEACHING	20	123	20995	19500	23100	21082	18357	115	411	20440	19116	24000	20000	18000
TOTALS	479	3988						1136	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	7	56	$28977	$27929	*	*	*	23	141	$28393	$29205	$32750	$29000	$23100
MBA--NON-TECH	8	46	36188	35990	*	*	*	17	143	33365	33670	*	*	*
MBA--TECH	6	10	37217	37650	*	*	*	9	26	36922	36812	*	*	*
MS-BUSINESS	+	+	+	+				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	17	+	39450				2	33	26750	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	5	8	30980	30613	*	*	*	10	17	29241	30102	*	*	*
MANAGEMENT INFORMATION SY	+	2	+	29500				+	5	+	34080			
MARKETING/MKTNG MGT (RESE	1	3	24000	39974	*	*	*	3	6	26604	37622	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	2	6	25365	28622	*	*	*	2	9	25365	26681	*	*	*
ELEMENTARY EDUCATION	2	11	24250	22189	*	*	*	8	23	24497	22222	*	*	*
PHYSICAL EDUCATION	1	1	24500	24500	*	*	*	1	1	24500	24500	*	*	*
READING EDUCATION	+	+	+					+	1	+	22000			
SPECIAL EDUCATION	+	14	+	21471				2	24	21684	22129	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	1	26000	26000	*	*	*	1	1	26000	26000	*	*	*
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				1	2	20000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	2	4	21224	22315	*	*	*	3	5	21956	22535	*	*	*

continued

SCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	7	$30396	$33843	*	*	*	2	16	$30396	$34881	*	*	*
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	20	28	38383	37530	$39600	$38490	$36840	20	38	38383	37072	$39600	$38490	$36840
CIVIL	1	48	35500	32433	*	*	*	1	95	35500	32076	*	*	*
COMPUTER	8	11	32583	34011	*	*	*	8	12	32583	34457	*	*	*
ELECTRICAL/ELECTRONIC	6	63	35625	36823	*	*	*	9	107	35706	36776	*	*	*
INDUSTRIAL	3	18	29632	34653	*	*	*	3	27	29632	35454	*	*	*
MECHANICAL	11	58	35627	36586	*	*	*	12	101	35408	36606	*	*	*
METALLURGICAL	+	11	+	36384				+	16	+	36976			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				+	10	+	37626			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				1	5	34248	25450	*	*	*
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	2	6	32850	32988	*	*	*	2	10	32850	31893	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	23	27490	36331	*	*	*	7	59	33154	36959	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				2	13	30504	32090	*	*	*
MATHEMATICS (INCL ACTUARI	2	3	23846	22395	*	*	*	2	11	23846	29630	*	*	*
PHYSICS	+	2	+	29960				2	5	29875	29934	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	92	493						153	1024					

Master's Degree Candidates - Experience [1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	5	25	$36200	$43996	*	*	*	9	63	$36611	$41681	*	*	*
MBA--TECH	+	8	+	56875				1	12	40000	51917	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	9	24	38244	45022	*	*	*	14	60	45150	44642	*	*	*
MBA--TECH	10	31	46310	50912	*	*	*	12	41	45550	50948	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	2	26	49500	39612	*	*	*	4	69	42500	45272	*	*	*
MBA--TECH	1	10	36000	50670	*	*	*	1	17	36000	56747	*	*	*
TOTALS	27	124						41	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				1	1	$38000	$38000	*	*	*
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	1	1	$29000	29000	*	*	*	4	10	31950	43870	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	24000	24000	*	*	*
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	2	16	52080	51968	*	*	*	2	25	52080	50700	*	*	*
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	6	+	57167				+	11	+	55900			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	1	5	37634	47627	*	*	*	1	7	37634	47019	*	*	*
METALLURGICAL	+	4	+	49550				+	6	+	50553			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	30	48996	46812	*	*	*	1	38	48996	45307	*	*	*
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				1	3	28000	34667	*	*	*
PHYSICS	+	1	+	42000				+	7	+	41340			
POLYMER	1	1	45000	45000	*	*	*	1	1	45000	45000	*	*	*
TOTALS	6	68						12	126					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25459 172 34000/21600		23000 1	22371 7				29000 1	
BUSINESS ADMIN (INCL MGMT	23350 2			19612 8			25000 1	27633 3	
ECONOM & FINANCE (BANKING	26358 10			21829 19	22000 2	24500 1			
HUMAN RSRCS (incl LABOR R				24000 1					
MANAGEMENT INFO SYSTEMS				19000 1	26950 1		26666 11	22000 2	
MARKETING/MARK MGMT (RESR		22000 1		21188 8		24000 2	18100 2		
ADVERTISING		18240 9				15300 2			
COMMUNICATIONS		14750 2		24000 1		24000 2			
JOURNALISM		15450 2				16000 2			
TELECOMMUN/BROADCASTING						18500 1			
MISTORY			20000 1						
CIVIL								28500 1	28000 3
ELECTRICAL/ELECTRONIC			32200 1				29933 3	26500 1	32250 2
MECHANICAL			32500 1						26000 1
COMPUTER SCIENCE							26628 8	28500 2	
COMPUTER PROGRAMMING							25000 1	32000 1	
INFORMATION SCIENCES & SY							29050 2		
MATHEMATICS								28000 1	
TEXTILE SCIENCE							27000 1		

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				18000 1		21583 3			
BUSINESS ADMIN (INCL MGM	18000 1		19250 4	18325 4		19991 11			
DISTRIBUTION MANAGEMENT						20500 1			
ECONOM & FINANCE (BANKING	21180 5			25833 3		17690 4	17000 1		
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RSRCS (incl LABOR R	21750 2	26000 1	18000 1	23769 16			17500 1		
MANAGEMENT INFO SYSTEMS	27963 2					19000 1			
MARKETING/MARK MGMT (RESR	20500 3		21250 2	18567 3		20254 24 25500/17000	19000 1	22100 3	
REAL ESTATE	20160 1			12000 1					
ADVERTISING				18000 1					11000 1
COMMUNICATIONS	21000 1	20000 1				21160 5			
JOURNALISM						20000 1			16500 2
PHYSICAL EDUCATION		16000 1							
HUMAN ECOLOGY (HOME ECONO			25000 1						
MERCHANDISING MANAGEMENT						19222 6			
LETTERS (incl English, Li		22000 1				18750 2			
VISUAL & PERFORMING ARTS						18500 1			
POLITICAL SCIENCE/GOVT						17325 4			
PSYCHOLOGY						22800 1	17000 1		
SOCIOLOGY				22000 1					
ELECTRICAL/ELECTRONIC						29500 2		25343 1	
COMPUTER SCIENCE	22265 1			23250 2				25353 1	
INFORMATION SCIENCES & SY	25000 1			27183 2					

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ALLIED HEALTH						22000 1			
MATHEMATICS				23350 2		22800 1			

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	35000 1			23640 1	15300 1	19747 2	21140 1	20340 1	
BUSINESS ADMIN (INCL MGMT			15600 1		20172 3	15738 2	18333 3		
DISTRIBUTION MANAGEMENT			22000 1						
ECONOM & FINANCE (BANKING			15000 1			17777 2			
HUMAN RSRCS (incl LABOR R			25000 1						
MANAGEMENT INFO SYSTEMS		20000 1				20000 1			
MARKETING/MARK MGMT (RESR		20000 1				15738 1			19413 1
REAL ESTATE	20500 1								
COMMUNICATIONS				20100 1					
JOURNALISM					12000 1				15500 1
ELEMENTARY EDUCATION					20420 69 30000/18357	28000 1			
PRE-ELEMENTARY EDUCATION					19962 4		19050 1		
PHYSICAL EDUCATION					21405 6				
SPECIAL EDUCATION					19881 8		20350 1		
TEXTILES & CLOTHING					19900 1				
FOREIGN LANGUAGES						18000 1			
LETTERS (incl English, Li		22000 1			20964 7				
VISUAL & PERFORMING ARTS					22251 6				
HUMANITIES - OTHER									24000 1
CRIMINAL JUSTICE					22500 1	19493 1			
HISTORY							18954 1		
POLITICAL SCIENCE/GOVT			22100 1			19493 1	15550 2		
PSYCHOLOGY					18000 1		16300 3		14018 2

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL						26520 1			
CIVIL			27500 1	30672 5		24540 5	23679 2		
COMPUTER						31400 1			
ELECTRICAL/ELECTRONIC		36800 1		31374 7		27690 11			
INDUSTRIAL						25343 1			
MECHANICAL			31428 2	31365 4		25571 14			
ENGINEERING TECHNOLOGY				37680 1					
AGRIBUSINESS							22385 1		
OTHER AGRICULTURAL SCIENC					25000 1				
COMPUTER SCIENCE				29200 1	18500 1	25002 4			
COMPUTER PROGRAMMING						29770 1	18168 1		
INFORMATION SCIENCES & SY				31000 1		19493 1			
HEALTH SCIENCES							16800 1		
NURSING								31000 2	
BIOLOGICAL		30000 1							
CHEMISTRY		22500 1							
MATHEMATICS					20021 6	20682 4			
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					25414 2	26500 1	18000 1		
BUSINESS ADMIN (INCL MGMT					24800 2	21600 2			19752 2
DISTRIBUTION MANAGEMENT						23650 1		26000 1	24000 1
HUMAN RSRCS (incl LABOR R							22500 1		
MARKETING/MARK MGMT (RESR	16000 1						21000 1	23000 1	29750 4
COMMUNICATIONS	18800 1								
ELEMENTARY EDUCATION				22140 1					
HUMANITIES - OTHER					22500 1				
POLITICAL SCIENCE/GOVT		20000 1							
AEROSPACE & AERONAUTICAL					32500 1				
CHEMICAL					30300 1				35268 40 37380/34080
CIVIL								28576 5	32301 1
COMPUTER							30225 1		
ELECTRICAL/ELECTRONIC					30853 11		31200 2	29192 1	30120 1
MECHANICAL					30399 6		29257 7	24000 1	33887 9
ENGINEERING TECHNOLOGY					28100 1		28000 1	45000 1	
INDUSTRIAL TECHNOLOGY							27000 1		
AGRIBUSINESS						22995 3			
OTHER AGRICULTURAL SCIENC						15118 1			29500 1
COMPUTER SCIENCE					31100 3			22667 3	32400 2
COMPUTER PROGRAMMING							31000 1		
PHARMACY									32000 2
ARCHITECTURAL & ENVIRONM								28376 5	

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
TEXTILE SCIENCE									29000 1

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	32000 1	25000 1	23833 3		24925 2		20800 1	26400 1	27200 2
BUSINESS ADMIN (INCL MGMT		21000 1	21000 1				25000 1		
ECONOM & FINANCE (BANKING		23500 1		24000 1			24536 2	22000 2	
HUMAN RSRCS (incl LABOR R			30000 1	21200 1					28000 2
MANAGEMENT INFO SYSTEMS	28367 3	24600 1							30000 1
MARKETING/MARK MGMT (RESR	23600 2	23000 3	25000 3	25250 4	20503 2		23000 2		25000 1
ADVERTISING					13400 1				
COMMUNICATIONS	15500 1			19000 2				23500 2	
JOURNALISM	31500 1							23250 1	
TELECOMMUN/BROADCASTING			12480 1						
HUMAN ECOLOGY (HOME ECONO			19000 1	14400 1					
CHEMICAL							33500 2	34929 7	37085 8
CIVIL									33500 4
ELECTRICAL/ELECTRONIC	32515 4	31612 23 39000/30200						33680 5	40200 1
INDUSTRIAL		29303 6			30750 2		29100 2		
MECHANICAL		31496 19			31400 4			34583 6	33300 2
METALLURGICAL					30100 2				
TEXTILE								34000 1	
ENGINEERING TECHNOLOGY		28000 1			21600 1			26600 2	
INDUSTRIAL TECHNOLOGY					24000 1				
OTHER AGRICULTURAL SCIENC							32500 1		
COMPUTER SCIENCE	25361 3	30600 2	27500 1		21500 1			30713 2	
COMPUTER PROGRAMMING	31541 7	30000 1							

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL	
INFORMATION SCIENCES & SY	29000	1					24000	1				32200	1
MATHEMATICS	26500	1											
TEXTILE SCIENCE			23000	1								31500	1

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING		28800 2					
BUSINESS ADMIN (INCL MGMT		20800 1			27500 1	26100 1	
ECONOM & FINANCE (BANKING		24000 1			27500 1		22500 1
HUMAN RSRCS (incl LABOR R					28132 6		
MARKETING/MARK MGMT (RESR		25200 1	24000 3			18000 2	22000 2
ADVERTISING					14000 1		
JOURNALISM	16200 1						
TELECOMMUN/BROADCASTING							20000 1
TEXTILES & CLOTHING					27000 1		
HISTORY							27000 1
POLITICAL SCIENCE/GOVT		22500 2					
PSYCHOLOGY					30000 1		
SOCIAL SCIENCES-OTHER							20000 1
CHEMICAL		35550 2	35600 1	36300 1	35433 9	34440 10	
CIVIL				28500 1		29700 1	28750 2
ELECTRICAL/ELECTRONIC				33867 3	35450 4	35040 1	25000 1
INDUSTRIAL					33200 3	30996 1	
MECHANICAL		33900 3			34531 7	32514 7	26867 3
METALLURGICAL				29450 2			29900 2
TEXTILE					34008 1		33000 1
INDUSTRIAL TECHNOLOGY							13000 1
COMPUTER SCIENCE		19500 2	25343 1		32250 2		
COMPUTER PROGRAMMING		34008 1					

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BIOLOGICAL							21000 2
MATHEMATICS							16000 1
TEXTILE SCIENCE					26708 20 29400/25000		

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25485 184 34000/21700	17612 14	21500 2	21439 45 26750/18000	23650 3	20160 10	25323 14	25983 6	
BACHELOR - TECHNICAL			32350 2				27528 15	28667 6	29083 6

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21732 15	21000 4	20056 9	21893 30 33000/18000		19847 64 25500/17500	17625 4	22100 3	14667 3
BACHELOR - TECHNICAL	23633 2			24594 6		25950 4		25348 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	27750 2	20667 3	19940 5	21870 2	20414 108 30000/18000	18937 12	17875 12	20340 1	17390 5
BACHELOR - TECHNICAL		29767 3	30119 3	31385 19	20453 8	25594 43 36000/20000	20942 5	31000 2	30000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17400 2	20000 1		22140 1	24586 5	23338 4	20500 3	24500 2	26072 7
BACHELOR - TECHNICAL					30695 23 35100/29000	21026 4	29494 13	28185 16	34481 57 37380/32000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26413 8	23300 7	22898 10	22067 9	20851 5		24145 6	23442 6	27567 6
BACHELOR - TECHNICAL	30152 16	31010 53 39000/28000	27500 1		28200 12		31540 5	33436 23 38000/29000	35364 17

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	16200 1	24657 7	24000 3		26799 11	20700 3	22250 6
BACHELOR - TECHNICAL		30726 8	30472 2	32186 7	31189 46 37500/25800	33387 20 37200/30996	25146 13

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25483 171 34000/21600	23859 29 35000/20000	22800 2						25000 1
BUSINESS ADMIN (INCL MGMT	21700 1	18800 2	19703 2	19373 4					26100 1
ECONOM & FINANCE (BANKING	26462 11	27500 2	21500 6	21150 4	27600 1		19000 1		22983 3
MARKETING/MARK MGMT (RESR			20750 4	22250 2					
COMMUNICATIONS			24000 1						

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT	18500 1		18267 3				27500 1		
ECONOM & FINANCE (BANKING	16500 1	23250 2							
HUMAN RSRCS (incl LABOR R		23133 3	22000 2						
MARKETING/MARK MGMT (RESR			20350 2					16000 1	
REAL ESTATE		20160 1							
ADVERTISING					16500 2		15600 1	13400 1	
COMMUNICATIONS							21000 1	20000 1	
JOURNALISM					16000 1	17000 1		15500 1	16200 1
TELECOMMUN/BROADCASTING							18500 1	12480 1	
SOCIOLOGY			22000 1						
ELECTRICAL/ELECTRONIC							33500 1		
MATHEMATICS			25700 1						
TEXTILE SCIENCE				27000 1					

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		18000 1		18200 1			24504 1	16500 1	
DISTRIBUTION MANAGEMENT				23650 1			24000 1		
ECONOM & FINANCE (BANKING			19760 1			22500 1	21833 3		14030 2
HUMAN RSRCS (incl LABOR R		25000 1		27500 1			23892 13		
MANAGEMENT INFO SYSTEMS							32050 2		
MARKETING/MARK MGMT (RESR	25500 2	26467 3	19500 2	23100 2	22000 2		22683 30 31600/18000		18000 1
REAL ESTATE							20500 1		
ADVERTISING	14750 4						19861 6	11000 1	
COMMUNICATIONS	15500 1	30000 1	20000 1	15500 1			20125 8	18800 1	
JOURNALISM	14000 1						21913 4		
TELECOMMUN/BROADCASTING							20000 1		
MERCHANDISING MANAGEMENT			19330 1						
FOREIGN LANGUAGES								18000 1	
VISUAL & PERFORMING ARTS							18500 1		
HUMANITIES - OTHER							23250 2		
HISTORY							27000 1		
POLITICAL SCIENCE/GOVT			21400 2				20025 4		
PSYCHOLOGY							17000 1		
SOCIAL SCIENCES-OTHER			20000 1						
CHEMICAL							35600 1		
ELECTRICAL/ELECTRONIC							29500 2		
INDUSTRIAL							23400 1		
MECHANICAL							30033 3		

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
METALLURGICAL							30400 1		
AGRIBUSINESS							28000 1		
OTHER AGRICULTURAL SCIENC							29500 1		
PHARMACY							32000 2		
BIOLOGICAL							24000 1		
MATHEMATICS			22800 1						
TEXTILE SCIENCE		24000 1					24800 2		

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			19493 1						
BUSINESS ADMIN (INCL MGMT			19159 3						
ECONOM & FINANCE (BANKING			19493 1						
HUMAN RSRCS (incl LABOR R									28212 6
MARKETING/MARK MGMT (RESR			15738 1				26000 1		
ELEMENTARY EDUCATION			28000 1						
CRIMINAL JUSTICE		19493 1							
POLITICAL SCIENCE/GOVT			19493 1						
CHEMICAL									36020 6
CIVIL					27500 1		28789 15	27359 3	31350 2
ELECTRICAL/ELECTRONIC			28375 5				31139 7		33422 9
INDUSTRIAL			25343 1						31471 7
MECHANICAL							29420 11		32129 21 36000/30300
METALLURGICAL									30000 2
ENGINEERING TECHNOLOGY							36550 2		27067 3
INDUSTRIAL TECHNOLOGY									25500 2
OTHER AGRICULTURAL SCIENC									32500 1
COMPUTER SCIENCE			25353 1						
COMPUTER PROGRAMMING							31000 1		
INFORMATION SCIENCES & SY			19493 1						
ARCHITECTURAL & ENVIRONME							29250 2		
MATHEMATICS			19493 2						

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT								29000 1	
MANAGEMENT INFO SYSTEMS	30000 1								24600 1
AEROSPACE & AERONAUTICAL					32500 1				
CHEMICAL					36020 10		35194 56 39000/34000	34140 3	32705 4
CIVIL		26100 1					28200 1	28897 6	29500 1
COMPUTER			30225 1		31400 1				
ELECTRICAL/ELECTRONIC	30629 5	29796 4	28520 3	30192 2	31533 3	30900 1	31620 1	31878 13	31666 24 40200/29700
INDUSTRIAL							30000 1		31200 1
MECHANICAL		31373 3	26300 1	26252 1	28795 6	28126 2	33433 3	32917 18	30417 24 35220/25343
METALLURGICAL					28500 1				30000 2
TEXTILE								34008 1	33500 2
ENGINEERING TECHNOLOGY				28000 1	37680 1				21600 1
COMPUTER SCIENCE			29661 4			25020 1			30600 1
COMPUTER PROGRAMMING			32766 1						
ARCHITECTURAL & ENVIRONME								27690 2	28000 1
CHEMISTRY					22500 1				
TEXTILE SCIENCE								31500 1	

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	18500 1								
MARKETING/MARK MGMT (RESR	19413 1								
PHYSICAL EDUCATION									16000 1
PSYCHOLOGY	13000 1								15035 1
COMPUTER SCIENCE			18000 1						
NURSING				31000 2					
BIOLOGICAL			18000 1						30000 1
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT			20000 1			23300 2	23917 1		
MANAGEMENT INFO SYSTEMS					24808 3	24607 11	25850 6		
MARKETING/MARK MGMT (RESR						18200 1			
HISTORY				18954 1					
POLITICAL SCIENCE/GOVT	16700 1		14400 1						
PSYCHOLOGY		15075 2		18750 1					
ELECTRICAL/ELECTRONIC					30950 4				
MECHANICAL						26000 1	26000 1		
AGRIBUSINESS									22385 2
COMPUTER SCIENCE					25824 24 38000/19500	28422 2	28200 5		
COMPUTER PROGRAMMING					29747 12				
INFORMATION SCIENCES & SY					26550 2	28594 6	29000 1		
HEALTH SCIENCES				16800 1					
MATHEMATICS		21000 1			21560 4			28000 1	

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29000 1		22375 4					
BUSINESS ADMIN (INCL MGMT		26975 4		20059 22 25000/18200					15000 1
DISTRIBUTION MANAGEMENT				22833 3					
ECONOM & FINANCE (BANKING				21643 18					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RSRCS (incl LABOR R			23250 4	23505 4					
MANAGEMENT INFO SYSTEMS				19000 1					
MARKETING/MARK MGMT (RESR			23800 1	20604 28 30000/17000					
REAL ESTATE				12000 1					
COMMUNICATIONS			20100 1	20900 2					
JOURNALISM				20000 1			16000 1		12000 1
ELEMENTARY EDUCATION									20444 70 30000/18357
PRE-ELEMENTARY EDUCATION									19779 5
PHYSICAL EDUCATION									21405 6
SPECIAL EDUCATION									19933 9
HUMAN ECOLOGY (HOME ECONO				19467 3					
TEXTILES & CLOTHING				27000 1					19900 1
MERCHANDISING MANAGEMENT				19200 5					
LETTERS (incl English, Li				20375 4					20964 7
VISUAL & PERFORMING ARTS									22251 6
CRIMINAL JUSTICE									22500 1
HISTORY	20000 1								
POLITICAL SCIENCE/GOVT				16750 2					

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PSYCHOLOGY				26400 2					18000 1
CHEMICAL				33000 2					
CIVIL				27000 1					
ELECTRICAL/ELECTRONIC				30950 2					
INDUSTRIAL				30305 4					
MECHANICAL				31800 1					
INDUSTRIAL TECHNOLOGY				13000 1					
AGRIBUSINESS				18600 1					
OTHER AGRICULTURAL SCIENC				15118 1					25000 1
COMPUTER SCIENCE		28500 2			22265 1				
ALLIED HEALTH				22000 1					
MATHEMATICS									20021 6
TEXTILE SCIENCE				26977 19					

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25521 183 34000/21700	23773 33 35000/20000	21400 15	20659 10	27600 1		19000 1		24010 5
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	17500 2	22677 6	20188 8		16333 3	17000 1	20650 4	15476 5	16200 1
BACHELOR - TECHNICAL			25700 1	27000 1			33500 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	17438 8	25400 6	20111 8	21842 6	22000 2	22500 1	22362 79 33000/17000	16075 4	15353 3
BACHELOR - TECHNICAL		24000 1	22800 1				28907 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		19493 1	19962 8				26000 1		28212 6
BACHELOR - TECHNICAL			25105 10		27500 1		29895 38 45000/25000	27359 3	32063 53 37500/28200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	30000 1							29000 1	24600 1
BACHELOR - TECHNICAL	30629 5	29926 8	29349 10	28659 4	32506 24 39000/26328	28043 4	34854 62 39000/33400	31900 44 37320/29000	30962 61 40200/25343

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	16971 3								15518 2
BACHELOR - TECHNICAL			18000 2	31000 2					30000 2

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	16700 1	15075 2	17200 2	18852 2	24808 3	23963 14	25574 7		
BACHELOR - TECHNICAL		21000 1		16800 1	26954 46 38000/19500	28268 9	28000 7	28000 1	22385 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	20000 1	27380 5	22817 6	20782 102 32000/17000			16000 1		20421 108 30000/18000
BACHELOR - TECHNICAL		28500 2		26945 33 34000/25000	22265 1				20732 7

AVERAGE SALARY OFFERS MARCH 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	29767 3			36200 5	28200 1	32800 1		33750 2	
MBA--TECH				34000 1				34500 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH						17000 1			
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH				41500 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					36400 1				44000 1
MBA--TECH							35800 1		40500 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	32000 1	39000 1							
MBA--TECH		35000 1							36000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3April 1990

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (March 9, 1990, through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990).

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SCPA REGIONAL Report No. 3 APRIL 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	52	369	$26678	$25882	$31000	$26500	$21000	252	2290	$25397	$26141	$30000	$26000	$20000
BUSINESS ADMIN (INCL MGMT	12	105	23033	23741	*	*	*	63	508	20925	22730	26000	20598	17400
DISTRIBUTION MANAGEMENT	+	6	+	26116				5	34	23230	25285	*	*	*
ECONOM & FINANCE (BANKING	35	155	25234	24892	32000	24500	18500	91	598	23564	24324	31000	24000	18500
HOTEL/RESTAURANT MGMT.	+	+	+	+				1	31	18000	20005	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	19625				34	54	24494	23817	28875	24500	19500
MANAGEMENT INFO SYSTEMS	1	72	31000	28023	*	*	*	26	229	25727	27252	30000	27063	20000
MARKETING/MARK MGMT (RESR	16	136	21688	22648	*	*	*	94	623	21559	22720	25200	21000	18000
REAL ESTATE	+	+	+	+				3	14	17553	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	2	4	16500	17625	*	*	*	15	24	16744	18049	*	*	*
COMMUNICATIONS	2	13	21900	20859	*	*	*	19	115	20405	20182	*	*	*
JOURNALISM	1	8	16000	18000	*	*	*	12	44	17863	17500	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				3	13	16993	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	45	+	19655				71	276	20551	19162	24000	20000	18357
PRE-ELEMENTARY EDUCATION	1	1	19050	19050	*	*	*	5	23	19779	16783	*	*	*
PHYSICAL EDUCATION	+	8	+	19562				7	31	20633	19439	*	*	*
SPECIAL EDUCATION	1	7	20350	19934	*	*	*	9	57	19933	19926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				3	37	19467	18932	*	*	*
TEXTILES & CLOTHING	+	+	+	+				2	30	23450	20538	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				6	28	19222	18335	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	3	5	19933	23461	*	*	*	4	10	19450	21646	*	*	*
LETTERS (incl English, Li	2	7	18500	20471	*	*	*	13	58	20403	19222	*	*	*
VISUAL & PERFORMING ARTS	1	16	27000	19464	*	*	*	8	50	22376	19057	*	*	*
HUMANITIES - OTHER	+	2	+	22500				2	46	23250	24915	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	21000				2	15	20997	20639	*	*	*
HISTORY	+	4	+	18704				3	12	21985	21214	*	*	*
POLITICAL SCIENCE/GOVT	9	21	23422	24650	*	*	*	20	61	20890	22269	25000	20000	14400
PSYCHOLOGY	6	17	20587	21864	*	*	*	15	68	19217	20077	*	*	*
SOCIOLOGY	3	9	23867	19144	*	*	*	3	20	23867	21689	*	*	*
SOCIAL SCIENCES-OTHER	2	11	18500	21136	*	*	*	3	26	19000	19028	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	34	+	29977				1	150	32500	30510	*	*	*
AGRICULTURAL	+	14	+	28327				+	29	+	29815			
ARCHITECTURAL	+	7	+	30700				+	29	+	30301			
BIOENGINEERING & BIOMEDIC	6	14	33971	31344	*	*	*	6	20	33971	30812	*	*	*
CHEMICAL	11	254	35895	35179	*	*	*	91	924	35229	35197	37200	35220	33600
CIVIL	3	98	29667	27713	*	*	*	34	508	28744	27658	32500	28750	25000
COMPUTER	2	68	29422	30727	*	*	*	4	148	30117	31307	*	*	*
ELECTRICAL/ELECTRONIC	21	265	30582	31830	32700	31000	27000	101	1197	31155	31672	35000	31200	25344

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	+	92	+	$30491				15	388	$30097	$30850	*	*	*
MECHANICAL	7	259	$31745	32719	*	*	*	103	1296	30999	32212	$34700	$31500	$25000
METALLURGICAL	+	12	+	33727				6	86	29817	32239	*	*	*
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	1	+	32220				+	16	+	30685			
PETROLEUM	3	28	29447	34011	*	*	*	3	86	29447	35434	*	*	*
TEXTILE	+	+	+	+				3	3	33669	33669	*	*	*
ENGINEERING TECHNOLOGY	1	61	26000	28311	*	*	*	9	162	29731	29315	*	*	*
INDUSTRIAL TECHNOLOGY	2	4	30400	29960	*	*	*	5	25	24960	25774	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	30	+	21852				4	65	22843	22199	*	*	*
ANIMAL SCIENCES	+	4	+	17517				+	20	+	17768			
PLANT SCIENCES	+	18	+	21831				+	23	+	21694			
NATURAL RESOURCES	+	1	+	20700				+	5	+	18480			
OTHER AGRICULTURAL SCIENC	+	13	+	22622				4	27	25530	23971	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	26	120	29880	30303	$32500	$30080	$27000	65	463	27772	29402	32400	28500	21008
COMPUTER PROGRAMMING	+	4	+	28275				14	34	30052	28501	*	*	*
INFORMATION SCIENCES & SY	1	44	21000	27822	*	*	*	11	180	26742	28432	*	*	*
SYSTEMS ANALYSIS	+	1	+	28980				+	3	+	27827			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				1	48	22000	26526	*	*	*
HEALTH SCIENCES	+	5	+	15000				1	21	16800	20691	*	*	*
NURSING	+	1	+	23000				2	23	31000	26630	*	*	*
PHARMACY	+	3	+	35000				2	20	32000	33790	*	*	*
SCIENCES														
ACTUARIAL	+	20	+	20411				+	27	+	22634			
ARCHITECTURAL & ENVIRONME	+	43	+	25533				5	54	28376	25068	*	*	*
BIOLOGICAL	+	6	+	20956				3	30	24000	21286	*	*	*
CHEMISTRY	5	24	30500	30198	*	*	*	6	65	29167	28809	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	9	+	25893				+	18	+	22890			
MATHEMATICS	4	47	23925	27741	*	*	*	18	107	21725	25600	*	*	*
PHYSICS	+	3	+	30465				+	13	+	26262			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	30000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				24	24	26861	26861	29000	26800	25000
TOTALS	241	2636						1336	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	50	282	$27587	$26278	$31000	$27000	$22000	226	1796	$25913	$26398	$30500	$26000	$22000
ACCOUNTING (PRIVATE)	6	82	23133	24496	*	*	*	37	505	23911	24960	27999	23640	20000
COMMERCIAL BANKING (CNSMR	26	34	19231	20038	21000	18500	18500	41	77	20025	20642	24000	18500	18500
COMMERCIAL BANKING (LENDG	1	11	21500	22436	*	*	*	11	69	20736	22775	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	29733				1	18	27600	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	4	+	23997				1	10	19000	24619	*	*	*
INVESTMT BANKG (SALES & T	6	7	18750	19500	*	*	*	6	11	18750	19550	*	*	*
FINANCIAL/TREASURY ANALYS	6	44	31167	26584	*	*	*	11	224	27914	26424	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	4	+	22125				2	25	17500	20620	*	*	*
UNDERWRITING	3	5	26333	21800	*	*	*	8	43	24133	22005	*	*	*
INSURANCE - CLAIMS	3	13	22833	22723	*	*	*	11	52	21245	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18177				1	15	27000	18778	*	*	*
MEDIA PLANNING	+	+	+	+				3	9	16333	19382	*	*	*
REPORTING	+	3	+	15076				1	10	17000	15669	*	*	*
PRODUCTION	+	2	+	12700				5	20	23220	24974	*	*	*
PUBLIC RELATIONS	+	8	+	21417				5	35	15476	20964	*	*	*
WRITING / EDITING	+	6	+	18333				1	28	16200	18036	*	*	*
MARKETING														
ADVERTISING	4	8	21000	21313	*	*	*	8	32	17438	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	3	34	24067	26252	*	*	*	10	89	24860	25626	*	*	*
BUYER/MERCHANDISING	6	26	24583	24742	*	*	*	15	122	22079	22869	*	*	*
DISTRIBUTION	1	13	13520	25941	*	*	*	7	42	20653	26649	*	*	*
MARKET RESEARCH	1	17	29000	24052	*	*	*	3	32	24333	24897	*	*	*
PURCHASING	1	9	25200	24722	*	*	*	2	28	23850	24034	*	*	*
SALES	10	143	21440	24623	*	*	*	100	677	23216	24676	30600	23325	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	4	18800	20257	*	*	*	4	21	16075	20551	*	*	*
FINANC,TAXA, MONETARY POL	5	10	26380	25090	*	*	*	8	24	22245	23214	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	11	+	26699			
LAW ENFORCEMENT	+	2	+	21000				1	14	19493	24500	*	*	*
MILITARY	1	33	26000	21710	*	*	*	18	71	22819	21683	*	*	*
NATIONAL SECURITY	+	+	+	+				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	2	+	24000				1	3	27500	25167	*	*	*
ENGINEERING														
BIOENGINEERING	+	6	+	33548				+	18	+	29552			
DESIGN / CONSTRUCT	1	104	29000	29946	*	*	*	40	715	29776	29975	33000	30178	25000
ENVIRONMENTAL/SANITATION	1	16	29000	26489	*	*	*	4	72	27769	28327	*	*	*
MANUFACTURING/INDUSTRIAL	10	183	31096	32212	*	*	*	68	886	31608	32180	36000	31322	27500
SYSTEMS / PROGRAMMING	3	36	31000	31845	*	*	*	9	165	30683	31019	*	*	*
POWER SYSTEMS	+	50	+	32249				8	178	29926	31902	*	*	*
SOFTWARE DESIGN & DEVELOP	7	29	31457	31713	*	*	*	17	146	30217	31465	*	*	*
HARDWARE DESIGN & DEVELOP	+	24	+	31530				4	120	28659	31844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	77	$32500	$32894	*	*	*	26	334	$32506	$32089	$37320	$32750	$26328
TESTING	1	21	31260	30940	*	*	*	5	126	28686	30554	*	*	*
PROCESS ENGINEERING	11	207	35522	34990	*	*	*	71	726	34955	35034	36500	35000	33400
PROJECT ENGINEERING	2	90	34800	32940	*	*	*	47	469	31962	32403	35400	32000	29000
OTHER ENGINEERING	18	297	29690	31137	*	*	*	75	889	30535	31356	34080	31200	25343
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				3	20	16971	22273	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				2	10	18000	22371	*	*	*
NURSES / PERSONAL CARE	+	3	+	32667				2	26	31000	26542	*	*	*
OCCUPATIONAL THERAPY	1	2	20000	23000	*	*	*	1	18	20000	25980	*	*	*
PHARMACIST	+	3	+	35000				+	10	+	35363			
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	3	3	28427	28427	*	*	*	3	6	28427	23297	*	*	*
OTHER HEALTH RELATED	+	9	+	18963				4	37	22759	20500	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				1	14	16700	18376	*	*	*
COUNSELING	1	3	21000	18667	*	*	*	3	29	17050	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				2	5	17200	17180	*	*	*
SOCIAL WORK	+	3	+	21733				3	20	18168	18479	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	15	151	29534	29059	*	*	*	60	449	27470	28527	33300	28500	19500
INFORMATION SYSTEMS	2	46	26000	29419	*	*	*	25	214	25675	27506	31000	26950	20000
SYSTEMS ANALYSIS & DESIGN	2	64	28500	29054	*	*	*	16	230	27001	29539	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	29101				1	22	28000	29398	*	*	*
AGRICULTURE/NAT'L RESOURC	+	32	+	20704				2	81	22385	20477	*	*	*
ARCHITECTURE	+	8	+	24851				1	14	20000	22047	*	*	*
CONSULTING	15	97	31127	28645	*	*	*	19	297	30279	28318	*	*	*
HUMAN RESRCS /INDUS RELS	1	7	23800	22770	*	*	*	6	46	22817	23113	*	*	*
MANAGEMENT TRAINEE	6	138	25683	22488	*	*	*	141	706	22433	21616	29000	21600	17500
MATH/STATISTICIANS	+	3	+	21412				1	11	22265	22739	*	*	*
PARALEGAL	+	3	+	16813				+	8	+	16593			
RESEARCHERS NON-TECHNICAL	2	17	19500	21620	*	*	*	2	21	19500	21978	*	*	*
RESEARCHERS - TECHNICAL	1	8	31000	31091	*	*	*	1	29	31000	27939	*	*	*
TEACHING	2	67	19700	19656	*	*	*	115	472	20440	19158	24000	20000	18000
TOTALS	241	2636						1336	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	8	$25000	$27438	*	*	*	24	144	$28293	$29141	$32750	$28750	$23100
MBA--NON-TECH	20	76	40670	37423	$52000	$39250	$32200	36	193	37439	35305	51000	35500	28200
MBA--TECH	12	31	39450	39125	*	*	*	21	55	38367	38132	44000	38000	34000
MS-BUSINESS	1	3	26000	31933	*	*	*	1	19	26000	33679	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				2	33	26750	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	3	5	25838	27823	*	*	*	10	18	29241	29963	*	*	*
MANAGEMENT INFORMATION SY	+	7	+	32933				+	12	+	33411			
MARKETING/MKTNG MGT (RESE	+	2	+	32250				3	8	26604	36279	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	9	25365	26681	*	*	*
ELEMENTARY EDUCATION	+	2	+	19500				8	24	24497	22337	*	*	*
PHYSICAL EDUCATION	+	4	+	36024				1	5	24500	33719	*	*	*
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	1	5	23000	24800	*	*	*	2	25	21684	22244	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	1	26000	26000	*	*	*
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	18000				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				1	2	20000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	6	+	29698				+	26	+	24731			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				3	5	21956	22535	*	*	*

continued

SCPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	$34940				2	18	$30396	$34887	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	+	10	+	36450				20	48	38383	36943	$39600	$38490	$36840
CIVIL	1	7	$37200	31711	*	*	*	2	102	36350	32051	*	*	*
COMPUTER	+	8	+	34952				8	20	32583	34655	*	*	*
ELECTRICAL/ELECTRONIC	3	33	34197	37195	*	*	*	11	139	35122	36870	*	*	*
INDUSTRIAL	+	14	+	35163				3	41	29632	35355	*	*	*
MECHANICAL	3	27	34920	37032	*	*	*	14	124	35476	36840	*	*	*
METALLURGICAL	+	4	+	37973				+	20	+	37176			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	5	+	34834				+	6	+	33829			
PETROLEUM	1	14	40800	38749	*	*	*	1	24	40800	38281	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				1	5	34248	25450	*	*	*
HEALTH SCIENCES	+	5	+	17403				+	7	+	18374			
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	3	+	25932				+	3	+	25932			
BIOLOGICAL	+	4	+	33861				+	6	+	29441			
CHEMISTRY	+	2	+	28880				2	11	32850	31972	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	2	7	37050	36803	*	*	*	7	62	33154	36881	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	18	+	35038				2	31	30504	33802	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	37000				2	12	23846	30244	*	*	*
PHYSICS	+	4	+	29624				2	9	29875	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	49	324						192	1287					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	19	86	$49417	$47587	*	*	*	28	145	$45301	$45254	$52500	$41345	$36000
MBA--TECH	3	34	44387	50493	*	*	*	4	45	43290	50884	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	41	121	49326	50763	$60000	$50000	$37000	55	174	48263	48973	65000	45300	35000
MBA--TECH	21	70	45640	52695	48000	46000	40000	33	108	45608	52227	50000	45000	40000
OVER 4 YEARS														
MBA--NON-TECH	15	64	51633	52656	*	*	*	19	118	49711	47905	*	*	*
MBA--TECH	7	40	59643	57468	*	*	*	8	53	56688	56744	*	*	*
TOTALS	106	415						147	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				1	1	$38000	$38000	*	*	*
COMPUTER & INFOR SCIENCES	+	1	+	$42000				+	2	+	50000			
ECONOMICS	+	1	+	42096				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	8	+	47181				4	14	31950	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	24000	24000	*	*	*
PSYCHOLOGY	+	5	+	33400				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	2	+	47496				+	3	+	48331			
CHEMICAL	+	15	+	51801				2	40	52080	51113	*	*	*
CIVIL	+	2	+	48492				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	11	+	49361				+	21	+	53232			
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	+	3	+	49328				1	10	37634	47712	*	*	*
METALLURGICAL	+	3	+	48800				+	9	+	49969			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	38698				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	11	$49000	42695	*	*	*	2	47	48998	44900	*	*	*
GEOLOGICAL SCIENCES	+	7	+	35937				+	7	+	35937			
MATHEMATICS	+	1	+	35000				1	4	28000	34750	*	*	*
PHYSICS	+	5	+	40718				+	9	+	41385			
POLYMER	+	3	+	48000				1	4	45000	47250	*	*	*
TOTALS	1	86						13	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25747 209 34000/21600		23000 1	21789 9				29000 1	
BUSINESS ADMIN (INCL MGMT	23350 2			19612 8			25000 1	27633 3	
ECONOM & FINANCE (BANKING	26948 12			21893 35 34000/18500	22000 2	24500 1		31357 7	
HUMAN RSRCS (incl LABOR R				24000 1					
MANAGEMENT INFO SYSTEMS				19000 1	26950 1		26666 11	22000 2	
MARKETING/MARK MGMT (RESR		22000 1		20292 12		24000 2	18100 2	31000 1	
ADVERTISING		18240 9				15300 2			
COMMUNICATIONS		14750 2		24000 1		24000 2			
JOURNALISM		15450 2				16000 2			
TELECOMMUN/BROADCASTING						18500 1			
FOREIGN LANGUAGES				18500 2					
LETTERS (incl English, Li				18500 2					
HISTORY			20000 1						
POLITICAL SCIENCE/GOVT				20125 4	20000 1			31500 2	
PSYCHOLOGY				18500 3					
SOCIAL SCIENCES-OTHER				18500 2					
BIOENGINEERING & BIOMEDIC					36000 1			36000 1	
CIVIL								29750 2	28250 4
ELECTRICAL/ELECTRONIC			32200 1				30450 4	30280 5	32250 2
MECHANICAL			32500 1						26000 1
COMPUTER SCIENCE					29000 1		28301 16	29333 3	
COMPUTER PROGRAMMING							25000 1	32000 1	
INFORMATION SCIENCES & SY						21000 1	29050 2		

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CHEMISTRY					31250 2			32000 1	
MATHEMATICS								28000 1	
TEXTILE SCIENCE							27000 1		

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				18000 1		21583 3			
BUSINESS ADMIN (INCL MGMT	20067 3		19250 4	19967 6		19991 11			
DISTRIBUTION MANAGEMENT						20500 1			
ECONOM & FINANCE (BANKING	21180 5			26900 5		18152 5	17000 1		
HOTEL/RESTAURANT MGMT.			13000 1						
HUMAN RSRCS (incl LABOR R	21750 2	26000 1	18000 1	23769 16			17500 1		
MANAGEMENT INFO SYSTEMS	27963 2					19000 1			
MARKETING/MARK MGMT (RESR	19575 4		21250 2	18567 3		20244 25 25500/17000	19000 1	22100 3	
REAL ESTATE	20160 1			12000 1					
ADVERTISING				18000 1					11000 1
COMMUNICATIONS	21000 1	20000 1				21160 5			
JOURNALISM						20000 1			16500 2
PHYSICAL EDUCATION		16000 1							
HUMAN ECOLOGY (HOME ECONO			25000 1						
MERCHANDISING MANAGEMENT						19222 6			
FOREIGN LANGUAGES						22800 1			
LETTERS (incl English, Li		22000 1				18750 2			
VISUAL & PERFORMING ARTS						22750 2			
POLITICAL SCIENCE/GOVT						19433 6			
PSYCHOLOGY						25767 3	17000 1		
SOCIOLOGY				26500 2					
ELECTRICAL/ELECTRONIC						29500 2		25343 1	
COMPUTER SCIENCE	22265 1			26333 3				25353 1	

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INFORMATION SCIENCES & SY	25000 1			27183 2					
ALLIED HEALTH						22000 1			
MATHEMATICS				23350 2		22800 1			

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	35000 1			23640 1	17748 2	19747 2	21140 1	20340 1	
BUSINESS ADMIN (INCL MGMT			15600 1	20000 1	20172 3	17359 3	18333 3		
DISTRIBUTION MANAGEMENT			22000 1						
ECONOM & FINANCE (BANKING			21000 2			17777 2			
HUMAN RSRCS (incl LABOR R			25000 1						
MANAGEMENT INFO SYSTEMS		20000 1				20000 1			
MARKETING/MARK MGMT (RESR		20000 1				15738 1			19413 1
REAL ESTATE	20500 1								
COMMUNICATIONS				20100 1					
JOURNALISM					12000 1				15500 1
ELEMENTARY EDUCATION					20420 69 30000/18357	28000 1			
PRE-ELEMENTARY EDUCATION					19962 4		19050 1		
PHYSICAL EDUCATION					21405 6				
SPECIAL EDUCATION					19881 8		20350 1		
TEXTILES & CLOTHING					19900 1				
FOREIGN LANGUAGES						18000 1			
LETTERS (incl English, Li		22000 1			20964 7				
VISUAL & PERFORMING ARTS					22251 6				
HUMANITIES - OTHER									24000 1
CRIMINAL JUSTICE					22500 1	19493 1			
HISTORY							18954 1		
POLITICAL SCIENCE/GOVT			22100 1			19493 1	15550 2		
PSYCHOLOGY					18000 1		15605 4		14018 2

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL						26520 1			
CIVIL			27500 1	30672 5		25283 6	23679 2		
COMPUTER						28372 2			
ELECTRICAL/ELECTRONIC		36800 1		31390 8		27187 14			
INDUSTRIAL						25343 1			
MECHANICAL			31428 2	31365 4		25892 15			
ENGINEERING TECHNOLOGY				37680 1					
AGRIBUSINESS							22385 1		
OTHER AGRICULTURAL SCIENC					25000 1				
COMPUTER SCIENCE		30160 1		29100 2	18500 1	25252 5			
COMPUTER PROGRAMMING						29770 1	18168 1		
INFORMATION SCIENCES & SY				31000 1		19493 1			
HEALTH SCIENCES							16800 1		
NURSING								31000 2	
BIOLOGICAL		30000 1							
CHEMISTRY		22500 1							
MATHEMATICS					20021 6	21821 6			
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					25414 2	26500 1	18000 1		
BUSINESS ADMIN (INCL MGMT					24800 2	21600 2			19752 2
DISTRIBUTION MANAGEMENT						23650 1		26000 1	24000 1
ECONOM & FINANCE (BANKING									30000 1
HUMAN RSRCS (incl LABOR R							22500 1		
MARKETING/MARK MGMT (RESR	16000 1						21000 1	23000 1	29750 4
COMMUNICATIONS	18800 1								
ELEMENTARY EDUCATION				22140 1					
HUMANITIES - OTHER					22500 1				
POLITICAL SCIENCE/GOVT		20000 1							
AEROSPACE & AERONAUTICAL					32500 1				
BIOENGINEERING & BIOMEDIC							31324 1		34200 2
CHEMICAL					30300 1				35185 43 37380/34080
CIVIL								28576 5	32301 1
COMPUTER							30225 1		
ELECTRICAL/ELECTRONIC					30853 11		31225 4	29192 1	32760 2
MECHANICAL					30399 6		29257 7	24000 1	33342 12
PETROLEUM									29447 3
ENGINEERING TECHNOLOGY					28100 1		28000 1	45000 1	
INDUSTRIAL TECHNOLOGY							27000 1		
AGRIBUSINESS						22995 3			
OTHER AGRICULTURAL SCIENC						15118 1			29500 1
COMPUTER SCIENCE					31660 5			22667 3	32500 3

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER PROGRAMMING							31000 1		
PHARMACY									32000 2
ARCHITECTURAL & ENVIRONME								28376 5	
CHEMISTRY									29000 1
TEXTILE SCIENCE									29000 1

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	32000	1	25000	1	23833	3			24925	2		23400	2	26400	2	27200	2
BUSINESS ADMIN (INCL MGMT			21000	1	21000	1						29000	1			27500	1
ECONOM & FINANCE (BANKING	24500	1	19750	2			24000	1				24536	2	23500	3		
HUMAN RSRCS (incl LABOR R					30000	1	21200	1								28000	2
MANAGEMENT INFO SYSTEMS	28367	3	24600	1												30500	2
MARKETING/MARK MGMT (RESR	23600	2	21240	5	25050	4	25250	4	20503	2		23000	2			25000	1
ADVERTISING									13400	1							
COMMUNICATIONS	15500	1					19000	2						23500	2		
JOURNALISM	31500	1												23250	1		
TELECOMMUN/BROADCASTING					12480	1											
HUMAN ECOLOGY (HOME ECONO					19000	1	14400	1									
SOCIOLOGY			18600	1													
BIOENGINEERING & BIOMEDIC			32100	1													
CHEMICAL												33500	2	34929	7	37020	14
CIVIL																33500	4
COMPUTER																33500	1
ELECTRICAL/ELECTRONIC	32515	4	31645 39000/30200	26										33680	5	40200	1
INDUSTRIAL			29303	6					30750	2		29100	2				
MECHANICAL			31472 33000/30700	21					31400	4				34583	6	33600	3
METALLURGICAL									30100	2							
TEXTILE														34000	1		
ENGINEERING TECHNOLOGY			28000	1					21600	1				26600	2		
INDUSTRIAL TECHNOLOGY									24000	1				33300	1		

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
OTHER AGRICULTURAL SCIENC							32500 1		
COMPUTER SCIENCE	27521 4	30600 2	26750 2		21500 1			30475 3	
COMPUTER PROGRAMMING	31541 7	30000 1							
INFORMATION SCIENCES & SY	29000 1				24000 1				32200 1
MATHEMATICS	26500 1								
TEXTILE SCIENCE		23000 1							31500 1

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING		28800 2				27600 1	
BUSINESS ADMIN (INCL MGMT		20800 1	21500 1		27500 1	26100 1	
ECONOM & FINANCE (BANKING		24000 1		29400 1	27500 1		22500 1
HUMAN RSRCS (incl LABOR R					28132 6		
MARKETING/MARK MGMT (RESR		25200 1	24000 3			18000 2	22000 2
ADVERTISING					14000 1		
JOURNALISM	16200 1						
TELECOMMUN/BROADCASTING							20000 1
TEXTILES & CLOTHING					27000 1		
HISTORY							27000 1
POLITICAL SCIENCE/GOVT		22500 2					
PSYCHOLOGY					30000 1		
SOCIAL SCIENCES-OTHER							20000 1
CHEMICAL		35550 2	35600 1	36300 1	35433 9	34440 10	
CIVIL				28500 1		29700 1	28750 2
ELECTRICAL/ELECTRONIC				33867 3	35450 4	35040 1	25000 1
INDUSTRIAL					33200 3	30996 1	
MECHANICAL		33900 3			34531 7	32514 7	26867 3
METALLURGICAL				29450 2			29900 2
TEXTILE					34008 1		33000 1
ENGINEERING TECHNOLOGY		26000 1					
INDUSTRIAL TECHNOLOGY					27500 1		13000 1
COMPUTER SCIENCE		19500 2	25343 1		32250 2	28427 3	

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
COMPUTER PROGRAMMING		34008 1					
BIOLOGICAL							21000 2
CHEMISTRY				29000 1			
MATHEMATICS							16000 1
TEXTILE SCIENCE					26708 20 29400/25000		

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25790 223 34000/22000	17612 14	21500 2	20959 80 34000/18500	22738 4	20160 10	25323 14	29338 16	
BACHELOR - TECHNICAL			32350 2		31875 4	21000 1	28530 24 32000/26200	30493 14	29071 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21388 18	21000 4	20056 9	22609 35 33000/18000		20303 72 27500/17500	17625 4	22100 3	14667 3
BACHELOR - TECHNICAL	23633 2			25724 7		25950 4		25348 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	27750 2	20667 3	21117 6	21247 3	20412 109 30000/18000	19065 13	17540 13	20340 1	17390 5
BACHELOR - TECHNICAL		29865 4	30119 3	31277 21 37680/29200	20453 8	25688 52 36000/20600	20942 5	31000 2	30000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17400 2	20000 1		22140 1	24586 5	23338 4	20500 3	24500 2	26563 8
BACHELOR - TECHNICAL					30839 25 35100/29000	21026 4	29828 16	28185 16	34037 71 37380/31000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26200 9	21355 11	23107 11	22067 9	20851 5		24410 7	24194 8	27987 8
BACHELOR - TECHNICAL	30378 17	31082 59 39000/28000	26750 2		28200 12		31540 5	33293 25 38000/29000	35619 25 40200/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	16200 1	24657 7	23375 4	29400 1	26799 11	22425 4	22250 6
BACHELOR - TECHNICAL		30201 9	30472 2	31788 8	31110 47 37500/25800	32740 23 37200/29500	25146 13

AVERAGE SALARY OFFERS — APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION — CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25768 208 34000/21600	24003 33 35000/20000	21275 4						25000 1
BUSINESS ADMIN (INCL MGMT	21700 1	18800 2	19703 2	19373 4					26100 1
ECONOM & FINANCE (BANKING	27525 15	27500 2	20250 16	21220 5	27600 1		19000 1	18500 2	26242 6
MARKETING/MARK MGMT (RESR	31000 1		19625 8	22250 2					
COMMUNICATIONS			24000 1						
FOREIGN LANGUAGES			18500 1					18500 1	
LETTERS (incl English, Li			18500 2						
POLITICAL SCIENCE/GOVT	31000 1		20125 4					20000 1	
PSYCHOLOGY			18500 2					18500 1	
SOCIAL SCIENCES-OTHER			18500 1					18500 1	
BIOENGINEERING & BIOMEDIC									36000 1
CHEMISTRY									31250 2

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 70% # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT	18500 1		20260 5				27500 1		
ECONOM & FINANCE (BANKING	16500 1	25875 4							
HUMAN RSRCS (incl LABOR R		23133 3	22000 2						
MARKETING/MARK MGMT (RESR			20350 2					16000 1	
REAL ESTATE		20160 1							
ADVERTISING					16500 2		15600 1	13400 1	
COMMUNICATIONS							21000 1	20000 1	
JOURNALISM					16000 1	17000 1		15500 1	16200 1
TELECOMMUN/BROADCASTING							18500 1	12480 1	
SOCIOLOGY			22000 1						
ELECTRICAL/ELECTRONIC							33500 1		
MATHEMATICS			25700 1						
TEXTILE SCIENCE				27000 1					

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		20067 3	21500 1	18200 1			24504 1	16500 1	
DISTRIBUTION MANAGEMENT				23650 1			24000 1		
ECONOM & FINANCE (BANKING		30000 1	19880 2			22500 1	21833 3		23592 5
HUMAN RSRCS (incl LABOR R		25000 1		27500 1			23892 13		
MANAGEMENT INFO SYSTEMS							32050 2		
MARKETING/MARK MGMT (RESR	25500 2	26467 3	19500 2	23100 2	22000 2	25200 1	22355 33 31600/18000		17400 2
REAL ESTATE							20500 1		
ADVERTISING	14750 4						19861 6	11000 1	
COMMUNICATIONS	15500 1	30000 1	20000 1	15500 1			20125 8	18800 1	
JOURNALISM	14000 1						21913 4		
TELECOMMUN/BROADCASTING							20000 1		
MERCHANDISING MANAGEMENT			19330 1						
FOREIGN LANGUAGES							22800 1	18000 1	
VISUAL & PERFORMING ARTS			27000 1				18500 1		
HUMANITIES - OTHER							23250 2		
HISTORY							27000 1		
POLITICAL SCIENCE/GOVT			22433 3				20580 5		
PSYCHOLOGY			27250 2	13520 1			17000 1		
SOCIOLOGY							18600 1		
SOCIAL SCIENCES-OTHER			20000 1						
CHEMICAL							35600 1		
ELECTRICAL/ELECTRONIC							29500 2		
INDUSTRIAL							23400 1		

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
MECHANICAL							30033 3		
METALLURGICAL							30400 1		
AGRIBUSINESS							28000 1		
OTHER AGRICULTURAL SCIENC							29500 1		
PHARMACY							32000 2		
BIOLOGICAL							24000 1		
CHEMISTRY					29000 1				
MATHEMATICS			22800 1						25200 1
TEXTILE SCIENCE		24000 1					24800 2		

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			19493 1						
BUSINESS ADMIN (INCL MGMT			19159 3						
ECONOM & FINANCE (BANKING			19493 1						
HUMAN RSRCS (incl LABOR R									28212 6
MARKETING/MARK MGMT (RESR			15738 1				26000 1		
ELEMENTARY EDUCATION			28000 1						
CRIMINAL JUSTICE		19493 1							
POLITICAL SCIENCE/GOVT			19493 1						
BIOENGINEERING & BIOMEDIC									31324 1
CHEMICAL									36020 6
CIVIL					27500 1		28803 16	27769 4	31350 2
ELECTRICAL/ELECTRONIC			28375 5				31139 7		33403 11
INDUSTRIAL			25343 1						31471 7
MECHANICAL							29420 11		32113 24 36000/30000
METALLURGICAL									30000 2
ENGINEERING TECHNOLOGY							36550 2		26800 4
INDUSTRIAL TECHNOLOGY									27950 4
OTHER AGRICULTURAL SCIENC									32500 1
COMPUTER SCIENCE			25353 1						
COMPUTER PROGRAMMING							31000 1		
INFORMATION SCIENCES & SY			19493 1						
ARCHITECTURAL & ENVIRONME							29250 2		
MATHEMATICS			19493 2						

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT								29000 1	
MANAGEMENT INFO SYSTEMS	30000 1								24600 1
AEROSPACE & AERONAUTICAL					32500 1				
BIOENGINEERING & BIOMEDIC							33000 1	35400 1	32100 1
CHEMICAL					36018 11		35292 64 39000/34000	34140 3	32705 4
CIVIL		26100 1					28200 1	28897 6	29500 1
COMPUTER			30225 1		31400 1				25343 1
ELECTRICAL/ELECTRONIC	30774 6	29796 4	30052 5	30192 2	31533 3	31080 2	31620 1	31878 13	31001 29 40200/25343
INDUSTRIAL							30000 1		31200 1
MECHANICAL		31373 3	26300 1	26252 1	28795 6	28126 2	33433 3	32984 19	30445 27 35220/25343
METALLURGICAL					28500 1				30000 2
PETROLEUM									29447 3
TEXTILE								34008 1	33500 2
ENGINEERING TECHNOLOGY				28000 1	37680 1				21600 1
COMPUTER SCIENCE	30750 2		30460 9			25020 1			30600 1
COMPUTER PROGRAMMING			32766 1						
ARCHITECTURAL & ENVIRONME								27690 2	28000 1
CHEMISTRY					25750 2				
TEXTILE SCIENCE								31500 1	

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	18500 1				20000 1				
MARKETING/MARK MGMT (RESR	19413 1								
PHYSICAL EDUCATION									16000 1
PSYCHOLOGY	13000 1								15035 1
COMPUTER SCIENCE			18000 1					28427 3	
NURSING				31000 2					
BIOLOGICAL			18000 1						30000 1
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT			20000 1			23300 2	23917 1		
MANAGEMENT INFO SYSTEMS					24808 3	25140 12	25850 6		
MARKETING/MARK MGMT (RESR						18200 1			
HISTORY				18954 1					
POLITICAL SCIENCE/GOVT	16700 1		14400 1						
PSYCHOLOGY		15075 2		18750 1					
COMPUTER					33500 1				
ELECTRICAL/ELECTRONIC					30950 4				
MECHANICAL						26000 1	26000 1		
AGRIBUSINESS									22385 2
COMPUTER SCIENCE					27064 34 38000/21000	28422 2	28286 7		
COMPUTER PROGRAMMING					29747 12				
INFORMATION SCIENCES & SY					26550 2	27509 7	29000 1		
HEALTH SCIENCES				16800 1					
MATHEMATICS		21000 1			21560 4			28000 1	

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29000 1		22375 4					
BUSINESS ADMIN (INCL MGMT		26975 4		20392 24 27500/18200					15000 1
DISTRIBUTION MANAGEMENT				22833 3					
ECONOM & FINANCE (BANKING		31375 4		22122 21 32000/17000					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RSRCS (incl LABOR R			23250 4	23505 4					
MANAGEMENT INFO SYSTEMS				19000 1					
MARKETING/MARK MGMT (RESR			23800 1	20604 28 30000/17000					
REAL ESTATE				12000 1					
COMMUNICATIONS			20100 1	20900 2					
JOURNALISM				20000 1			16000 1		12000 1
ELEMENTARY EDUCATION									20444 70 30000/18357
PRE-ELEMENTARY EDUCATION									19779 5
PHYSICAL EDUCATION									21405 6
SPECIAL EDUCATION									19933 9
HUMAN ECOLOGY (HOME ECONO				19467 3					
TEXTILES & CLOTHING				27000 1					19900 1
MERCHANDISING MANAGEMENT				19200 5					
LETTERS (incl English, Li				20375 4					20964 7
VISUAL & PERFORMING ARTS									22251 6
CRIMINAL JUSTICE									22500 1
HISTORY	20000 1								
POLITICAL SCIENCE/GOVT		32000 1		16750 2					

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PSYCHOLOGY				26400 2					18000 1
SOCIOLOGY				31000 1					
BIOENGINEERING & BIOMEDIC		36000 1							
CHEMICAL				33000 2					
CIVIL				27000 1				31000 1	
ELECTRICAL/ELECTRONIC		31225 4		30950 2					
INDUSTRIAL				30305 4					
MECHANICAL				31800 1					
INDUSTRIAL TECHNOLOGY				13000 1					
AGRIBUSINESS				18600 1					
OTHER AGRICULTURAL SCIENC				15118 1					25000 1
COMPUTER SCIENCE		29333 3			22265 1				
ALLIED HEALTH				22000 1					
CHEMISTRY		32000 1							
MATHEMATICS							23000 1		20021 6
TEXTILE SCIENCE				26977 19					

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25913 226 34000/22000	23911 37 35000/20000	20025 41 26000/18500	20736 11	27600 1		19000 1	18750 6	26069 8
BACHELOR - TECHNICAL									32833 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	17500 2	24133 8	20800 10		16333 3	17000 1	20650 4	15476 5	16200 1
BACHELOR - TECHNICAL			25700 1	27000 1			33500 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	17438 8	24956 9	22028 14	20653 7	22000 2	23850 2	22212 85 33000/17000	16075 4	21823 7
BACHELOR - TECHNICAL		24000 1	22800 1		29000 1		28907 15		25200 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		19493 1	19962 8				26000 1		28212 6
BACHELOR - TECHNICAL			25105 10		27500 1		29873 39 45000/25000	27769 4	31937 62 37500/28000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	30000 1							29000 1	24600 1
BACHELOR - TECHNICAL	30768 8	29926 8	30217 17	28659 4	32506 26 39000/26328	28686 5	34955 71 39000/33400	32026 46 37320/29000	30615 74 40200/25343

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	16971 3				20000 1				15518 2
BACHELOR - TECHNICAL			18000 2	31000 2				28427 3	30000 2

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	16700 1	15075 2	17200 2	18852 2	24808 3	24432 15	25574 7		
BACHELOR - TECHNICAL		21000 1		16800 1	27610 57 38000/20000	27541 10	28111 9	28000 1	22385 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	20000 1	29440 10	22817 6	21055 108 32000/17000			16000 1		20421 108 30000/18000
BACHELOR - TECHNICAL		31211 9		26945 33 34000/25000	22265 1		23000 1	31000 1	20732 7

AVERAGE SALARY OFFERS APRIL 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32083 6			40883 12	44233 3	32800 1	32400 1	36250 4	
MBA--TECH				37250 4				36250 4	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				38500 2		17000 1			
MBA--TECH				42000 1					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH						25400 1			
MBA--TECH			34950 2	41500 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					36400 1				44000 1
MBA--TECH							35800 1		40500 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	32000 1	39000 1	51000 1						
MBA--TECH		35000 1							38833 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH					45000 2		

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990, through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990).

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SCPA REGIONAL Report No. 4 MAY 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	35	383	$25627	$28043	$28200	$26000	$22000	287	2673	$25425	$26414	$29500	$26000	$20195
BUSINESS ADMIN (INCL MGMT	12	75	23587	23955	*	*	*	75	583	21351	22888	26400	20600	17400
DISTRIBUTION MANAGEMENT	+	13	+	27205				5	47	23230	25816	*	*	*
ECONOM & FINANCE (BANKING	16	170	23063	25676	*	*	*	107	768	23489	24623	31000	23500	18500
HOTEL/RESTAURANT MGMT.	+	1	+	19000				1	32	18000	19974	*	*	*
HUMAN RSRCS (incl LABOR R	+	1	+	21000				34	55	24494	23766	28875	24500	19500
MANAGEMENT INFO SYSTEMS	+	54	+	28155				26	283	25727	27424	30000	27063	20000
MARKETING/MARK MGMT (RESR	21	118	23639	24222	27000	24000	20000	115	741	21939	22959	26500	22000	18000
REAL ESTATE	+	4	+	28875				3	18	17553	25520	*	*	*
COMMUNICATIONS														
ADVERTISING	1	1	24000	24000	*	*	*	16	25	17198	18287	*	*	*
COMMUNICATIONS	+	34	+	21501				19	149	20405	20483	*	*	*
JOURNALISM	+	8	+	17088				12	52	17863	17436	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				3	13	16993	18101	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	+	23	+	16670				71	299	20551	18970	24000	20000	18357
PRE-ELEMENTARY EDUCATION	+	+	+	+				5	23	19779	16783	*	*	*
PHYSICAL EDUCATION	+	4	+	16150				7	35	20633	19063	*	*	*
SPECIAL EDUCATION	+	2	+	18000				9	59	19933	19860	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	+	4	+	20250				2	32	23450	20986	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	23500				6	35	19222	19368	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	20901				4	15	19450	21398	*	*	*
LETTERS (incl English, Li	+	14	+	19113				13	72	20403	19200	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				8	50	22376	19057	*	*	*
HUMANITIES - OTHER	+	9	+	22256				2	55	23250	24480	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				2	15	20997	20639	*	*	*
HISTORY	+	9	+	19233				3	21	21985	20365	*	*	*
POLITICAL SCIENCE/GOVT	1	18	23100	25057	*	*	*	21	79	20995	22904	24500	20000	16700
PSYCHOLOGY	+	19	+	19006				15	87	19217	19843	*	*	*
SOCIOLOGY	+	6	+	17836				3	26	23867	20800	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	22917				3	32	19000	19757	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	27	+	30713				1	177	32500	30541	*	*	*
AGRICULTURAL	+	3	+	29667				+	32	+	29802			
ARCHITECTURAL	+	2	+	26500				+	31	+	30056			
BIOENGINEERING & BIOMEDIC	+	10	+	30432				6	30	33971	30685	*	*	*
CHEMICAL	19	311	36079	35216	*	*	*	110	1235	35376	35202	37200	35400	33600
CIVIL	1	132	33600	29260	*	*	*	35	640	28883	27988	33000	29000	25000
COMPUTER	1	72	30000	31328	*	*	*	5	220	30094	31314	*	*	*
ELECTRICAL/ELECTRONIC	15	350	30910	32427	*	*	*	116	1547	31123	31843	35000	31219	25344

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29600				+	2	+	$29600			
INDUSTRIAL	15	194	$30323	30934	*	*	*	30	582	$30210	30878	$32100	$30000	$28000
MECHANICAL	22	450	32516	32571	$35900	$32300	$30000	125	1746	31266	32305	34800	32000	26000
METALLURGICAL	1	21	32220	33079	*	*	*	7	107	30160	32404	*	*	*
MINING (INCL GEOLOGICAL)	+	10	+	31348				+	26	+	29879			
NUCLEAR	+	6	+	33510				+	22	+	31456			
PETROLEUM	+	14	+	36033				3	100	29447	35518	*	*	*
TEXTILE	+	+	+	+				3	3	33669	33669	*	*	*
ENGINEERING TECHNOLOGY	+	13	+	26893				9	175	29731	29135	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	30480				5	26	24960	25955	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	6	25000	23833	*	*	*	5	71	23274	22337	*	*	*
ANIMAL SCIENCES	+	2	+	16500				+	22	+	17652			
PLANT SCIENCES	+	+	+	+				+	23	+	21694			
NATURAL RESOURCES	+	3	+	19500				+	8	+	18863			
OTHER AGRICULTURAL SCIENC	1	2	20000	20000	*	*	*	5	29	24424	23697	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	136	24040	30651	*	*	*	70	599	27506	29685	32400	28500	21000
COMPUTER PROGRAMMING	1	10	27836	29784	*	*	*	15	44	29905	28792	*	*	*
INFORMATION SCIENCES & SY	2	11	28418	26668	*	*	*	13	191	27000	28330	*	*	*
SYSTEMS ANALYSIS	+	1	+	33960				+	4	+	29360			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				1	49	22000	26230	*	*	*
HEALTH SCIENCES	+	2	+	16400				1	23	16800	20318	*	*	*
NURSING	+	1	+	26686				2	24	31000	26633	*	*	*
PHARMACY	+	+	+	+				2	20	32000	33790	*	*	*
SCIENCES														
ACTUARIAL	+	33	+	31681				+	60	+	27610			
ARCHITECTURAL & ENVIRONME	+	5	+	26080				5	59	28376	25154	*	*	*
BIOLOGICAL	1	5	14500	19040	*	*	*	4	35	21625	20965	*	*	*
CHEMISTRY	+	5	+	27740				6	70	29167	28733	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	19400				+	20	+	22541			
MATHEMATICS	1	26	19000	28194	*	*	*	19	133	21582	26107	*	*	*
PHYSICS	+	4	+	33000				+	17	+	27848			
OTHER PHYSICAL & EARTH SC	+	1	+	16305				1	3	30000	21435	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				24	24	26861	26861	29000	26800	25000
TOTALS	172	2863						1505	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	28	326	$25366	$28407	$27000	$26000	$24000	254	2122	$25853	$26707	$30000	$26000	$22000
ACCOUNTING (PRIVATE)	6	71	28133	25563	*	*	*	43	576	24500	25035	30000	24000	20000
COMMERCIAL BANKING (CNSMR	3	14	19667	21652	*	*	*	44	91	20000	20797	24000	18500	18500
COMMERCIAL BANKING (LENDG	+	17	+	24182				11	86	20736	23053	*	*	*
INVESTMT BANKING (CORP FN	+	9	+	27233				1	27	27600	28021	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	30333				+	8	+	26767			
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	12	19000	25099	*	*	*
INVESTMT BANKG (SALES & T	+	1	+	18000				6	12	18750	19421	*	*	*
FINANCIAL/TREASURY ANALYS	5	53	25460	28118	*	*	*	16	277	27147	26748	*	*	*
PORTFOLIO MGMT/BROKERAGE	2	14	21500	24964	*	*	*	4	39	19500	22179	*	*	*
UNDERWRITING	1	11	30000	25455	*	*	*	9	52	24784	22850	*	*	*
INSURANCE - CLAIMS	1	11	26000	21849	*	*	*	12	63	21642	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				1	18	27000	20197	*	*	*
MEDIA PLANNING	+	1	+	25000				3	10	16333	19944	*	*	*
REPORTING	+	3	+	18941				1	13	17000	16424	*	*	*
PRODUCTION	+	5	+	25500				5	25	23220	25079	*	*	*
PUBLIC RELATIONS	1	5	24000	20272	*	*	*	6	39	16897	20900	*	*	*
WRITING / EDITING	+	4	+	17500				1	32	16200	17969	*	*	*
MARKETING														
ADVERTISING	1	2	24000	24000	*	*	*	9	34	18167	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	+	16	+	26625				10	104	24860	25819	*	*	*
BUYER/MERCHANDISING	+	17	+	23662				15	139	22079	22966	*	*	*
DISTRIBUTION	3	15	26800	27937	*	*	*	10	57	22497	26988	*	*	*
MARKET RESEARCH	2	15	23850	25990	*	*	*	5	47	24140	25246	*	*	*
PURCHASING	+	5	+	22140				2	33	23850	23747	*	*	*
SALES	14	140	23393	24546	*	*	*	114	816	23238	24671	30500	23450	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				4	22	16075	20535	*	*	*
FINANC,TAXA, MONETARY POL	2	11	20450	23637	*	*	*	10	35	21886	23347	*	*	*
ECONOMIC PROGRAMS	1	3	24000	26533	*	*	*	1	14	24000	26564	*	*	*
LAW ENFORCEMENT	+	10	+	32868				1	24	19493	27987	*	*	*
MILITARY	3	9	22101	21593	*	*	*	21	80	22716	21673	30000	20000	16304
NATIONAL SECURITY	+	1	+	27000				+	3	+	26900			
URBAN / REGIONAL PLANNING	+	8	+	25684				1	11	27500	25543	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	33407				+	21	+	30103			
DESIGN / CONSTRUCT	3	156	33173	31528	*	*	*	43	871	30013	30253	33000	30500	26000
ENVIRONMENTAL/SANITATION	1	41	33500	30683	*	*	*	5	113	28915	29182	*	*	*
MANUFACTURING/INDUSTRIAL	13	175	31531	32036	*	*	*	81	1059	31596	32171	35900	31324	28000
SYSTEMS / PROGRAMMING	+	82	+	31458				9	247	30683	31165	*	*	*
POWER SYSTEMS	4	62	30200	31758	*	*	*	12	240	30017	31865	*	*	*
SOFTWARE DESIGN & DEVELOP	3	43	27813	32702	*	*	*	20	189	29857	31746	32700	30163	25343
HARDWARE DESIGN & DEVELOP	+	45	+	33049				4	165	28659	32173	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	66	$33243	$33095	*	*	*	32	400	$32644	$32255	$37200	$32940	$28000
TESTING	2	19	35450	31422	*	*	*	7	145	30619	30668	*	*	*
PROCESS ENGINEERING	19	209	35863	35168	*	*	*	90	935	35147	35064	37200	35070	33400
PROJECT ENGINEERING	7	150	31379	33119	*	*	*	54	619	31886	32577	35000	32110	29000
OTHER ENGINEERING	17	452	31473	31843	*	*	*	92	1341	30708	31520	34000	31350	25343
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	1	22500	22500	*	*	*	4	20	18353	22714	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				2	11	18000	21610	*	*	*
NURSES / PERSONAL CARE	+	1	+	26686				2	27	31000	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				1	18	20000	25980	*	*	*
PHARMACIST	+	+	+	+				+	10	+	35363			
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				3	6	28427	23297	*	*	*
OTHER HEALTH RELATED	1	4	14500	18125	*	*	*	5	37	21107	20310	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	2	5	20550	17265	*	*	*	3	19	19267	18084	*	*	*
COUNSELING	+	9	+	17529				3	37	17050	16995	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	18200				2	6	17200	17350	*	*	*
SOCIAL WORK	+	6	+	17336				3	25	18168	18257	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	5	79	25189	28975	*	*	*	65	528	27295	28594	33000	28500	19500
INFORMATION SYSTEMS	2	42	27443	30871	*	*	*	27	256	25806	28058	31000	27049	20000
SYSTEMS ANALYSIS & DESIGN	+	67	+	31277				16	297	27001	29931	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	45	+	31680				1	67	28000	30931	*	*	*
AGRICULTURE/NAT'L RESOURC	2	10	22500	21150	*	*	*	4	91	22443	20551	*	*	*
ARCHITECTURE	+	2	+	22100				1	16	20000	22053	*	*	*
CONSULTING	+	101	+	29947				19	395	30279	28767	*	*	*
HUMAN RESRCS /INDUS RELS	+	3	+	25333				6	49	22817	23249	*	*	*
MANAGEMENT TRAINEE	11	135	21305	24079	*	*	*	149	833	22410	22065	29000	21500	17500
MATH/STATISTICIANS	+	5	+	23237				1	16	22265	22895	*	*	*
PARALEGAL	+	2	+	19000				+	10	+	17074			
RESEARCHERS NON-TECHNICAL	+	3	+	15687				2	24	19500	21192	*	*	*
RESEARCHERS - TECHNICAL	+	5	+	25972				1	34	31000	27650	*	*	*
TEACHING	+	27	+	17404				115	485	20440	19070	24000	20000	18000
TOTALS	172	2863						1505	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 4 MAY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	4	34	$32200	$31997	*	*	*	28	178	$28851	$29687	$33500	$28900	$23100
MBA--NON-TECH	15	63	35327	38015	*	*	*	51	256	36818	35972	48000	35000	26000
MBA--TECH	3	8	45333	39250	*	*	*	24	63	39238	38274	45000	38000	34000
MS-BUSINESS	+	1	+	43400				1	20	26000	34165	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	5	+	36390				2	38	26750	37222	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	7	+	33086				10	25	29241	30838	*	*	*
MANAGEMENT INFORMATION SY	+	7	+	36940				+	19	+	34711			
MARKETING/MKTNG MGT (RESE	+	4	+	34063				3	12	26604	35540	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				2	13	25365	26702	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				8	24	24497	22337	*	*	*
PHYSICAL EDUCATION	+	+	+	+				1	5	24500	33719	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	24000				2	26	21684	22311	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				1	2	26000	24350	*	*	*
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				1	2	20000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	26	+	24731			
SOCIOLOGY	1	1	17500	17500	*	*	*	1	1	17500	17500	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				3	5	21956	22535	*	*	*

continued

SCPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	12	$40000	$36136	*	*	*	3	30	$33597	$35387	*	*	*
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	2	+	36000			
CHEMICAL	+	4	+	37565				20	52	38383	36991	$39600	$38490	$36840
CIVIL	+	11	+	32655				2	113	36350	32109	*	*	*
COMPUTER	+	+	+	+				8	20	32583	34655	*	*	*
ELECTRICAL/ELECTRONIC	2	37	35820	37370	*	*	*	13	176	35229	36975	*	*	*
INDUSTRIAL	+	15	+	37887				3	56	29632	36033	*	*	*
MECHANICAL	2	34	36725	37502	*	*	*	16	158	35632	36982	*	*	*
METALLURGICAL	+	1	+	36000				+	21	+	37120			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	3	+	35521				+	9	+	34393			
PETROLEUM	+	1	+	36000				1	25	40800	38190	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				1	7	34248	25635	*	*	*
HEALTH SCIENCES	+	+	+	+				+	7	+	18374			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				+	6	+	29441			
CHEMISTRY	+	4	+	31000				2	15	32850	31713	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	24	31329	36852	*	*	*	14	86	32241	36873	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	1	3	31200	25067	*	*	*	3	34	30736	33031	*	*	*
MATHEMATICS (INCL ACTUARI	2	6	28600	33117	*	*	*	4	18	26223	31201	*	*	*
PHYSICS	+	+	+	+				2	9	29875	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	38	297						230	1584					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	18	43	$42769	$46322	*	*	*	46	188	$44310	$45498	$56000	$41345	$34000
MBA--TECH	3	17	42933	48894	*	*	*	7	62	43137	50338	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	44	85	45332	48912	$52000	$45000	$37000	99	259	46960	48953	57000	45000	35500
MBA--TECH	9	37	49258	54009	*	*	*	42	145	46390	52682	53000	46000	40000
OVER 4 YEARS														
MBA--NON-TECH	19	38	46811	45826	*	*	*	38	156	48261	47399	65000	47000	37000
MBA--TECH	5	20	58480	54620	*	*	*	13	73	57377	56162	*	*	*
TOTALS	98	240						245	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				1	1	$38000	$38000	*	*	*
COMPUTER & INFOR SCIENCES	+	+	+	+				+	2	+	50000			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	14	31950	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	$36000				+	2	+	32520			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	24000	24000	*	*	*
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	1	1	$28200	28200	*	*	*	1	5	28200	30600	*	*	*
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	48331			
CHEMICAL	+	41	+	50254				2	81	52080	50678	*	*	*
CIVIL	+	+	+	+				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	4	+	56300				+	25	+	53723			
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	6	+	46832				1	16	37634	47382	*	*	*
METALLURGICAL	+	7	+	46396				+	16	+	48406			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	1	8	47000	43726	*	*	*	3	55	48332	44729	*	*	*
GEOLOGICAL SCIENCES	+	2	+	41350				+	9	+	37140			
MATHEMATICS	+	+	+	+				1	4	28000	34750	*	*	*
PHYSICS	+	+	+	+				+	9	+	41385			
POLYMER	+	+	+	+				1	4	45000	47250	*	*	*
TOTALS	2	70						15	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG		ADVERTISING		ARCHITECTURAL		BANKING (COMME		BANKING (INVES		COMMUNICATION		COMPUTER SFT/D		CONSULT SVCS		ENGINEERING /	
ACCOUNTING	25684 34000/22000	234			23000	1	21789	9							29000	1		
BUSINESS ADMIN (INCL MGMT	23350	2					19612	8					25000	1	27633	3		
ECONOM & FINANCE (BANKING	26948	12					21717 34000/18500	38	22000	2	25250	2	24000	1	31357	7		
HUMAN RSRCS (incl LABOR R							24000	1										
MANAGEMENT INFO SYSTEMS							19000	1	26950	1			26666	11	22000	2		
MARKETING/MARK MGMT (RESR			22000	1			20292	12			24000	2	21067	3	31000	1		
ADVERTISING			18240	9			24000	1			15300	2						
COMMUNICATIONS			14750	2			24000	1			24000	2						
JOURNALISM			15450	2							16000	2						
TELECOMMUN/BROADCASTING											18500	1						
FOREIGN LANGUAGES							18500	2										
LETTERS (incl English, Li							18500	2										
HISTORY					20000	1												
POLITICAL SCIENCE/GOVT							20125	4	20000	1					31500	2		
PSYCHOLOGY							18500	3										
SOCIAL SCIENCES-OTHER							18500	2										
BIOENGINEERING & BIOMEDIC									36000	1					36000	1		
CIVIL															29750	2	28250	4
ELECTRICAL/ELECTRONIC					32200	1							30450	4	30280	5	32250	2
MECHANICAL					32500	1											26000	1
COMPUTER SCIENCE									29000	1			28301	16	29333	3	23000	1
COMPUTER PROGRAMMING													25000	1	32000	1		
INFORMATION SCIENCES & SY											21000	1	29050	2				

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CHEMISTRY					31250 2			32000 1	
MATHEMATICS								28000 1	
TEXTILE SCIENCE							27000 1		

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING				18000 1		21583 3			
BUSINESS ADMIN (INCL MGMT	20067 3		19250 4	20257 7		19907 14			
DISTRIBUTION MANAGEMENT						20500 1			
ECONOM & FINANCE (BANKING	21180 5			26083 6		18537 7	17000 1		
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RSRCS (incl LABOR R	21750 2	26000 1	18000 1	23769 16			17500 1		
MANAGEMENT INFO SYSTEMS	27963 2					19000 1			
MARKETING/MARK MGMT (RESR	19575 4		21250 2	21783 6		20237 30 25500/17000	19000 1	22100 3	
REAL ESTATE	20160 1			12000 1					
ADVERTISING				18000 1					11000 1
COMMUNICATIONS	21000 1	20000 1				21160 5			
JOURNALISM						20000 1			16500 2
PHYSICAL EDUCATION		16000 1							
MERCHANDISING MANAGEMENT						19222 6			
FOREIGN LANGUAGES						22800 1			
LETTERS (incl English, Li		22000 1				18750 2			
VISUAL & PERFORMING ARTS						22750 2			
POLITICAL SCIENCE/GOVT						19433 6			
PSYCHOLOGY						25767 3	17000 1		
SOCIOLOGY				26500 2					
ELECTRICAL/ELECTRONIC						24667 3		25343 1	
COMPUTER SCIENCE	22265 1			26333 3				25353 1	
COMPUTER PROGRAMMING				27836 1					

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INFORMATION SCIENCES & SY	25000 1			27401 3					
ALLIED HEALTH						22000 1			
MATHEMATICS				23350 2		20900 2			

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	35000 1			26120 2	17748 2	19747 2	23060 4	20340 1	
BUSINESS ADMIN (INCL MGMT			15600 1	20000 1	20172 3	17095 4	18333 3		26000 1
DISTRIBUTION MANAGEMENT			22000 1						
ECONOM & FINANCE (BANKING			21000 2	23000 1		21851 3			
HUMAN RSRCS (incl LABOR R			25000 1						
MANAGEMENT INFO SYSTEMS		20000 1				20000 1			
MARKETING/MARK MGMT (RESR		20000 1	25200 2			17869 2			19413 1
REAL ESTATE	20500 1								
COMMUNICATIONS				20100 1					
JOURNALISM					12000 1				15500 1
ELEMENTARY EDUCATION					20420 69 30000/18357	28000 1			
PRE-ELEMENTARY EDUCATION					19962 4		19050 1		
PHYSICAL EDUCATION					21405 6				
SPECIAL EDUCATION					19881 8		20350 1		
TEXTILES & CLOTHING					19900 1				
FOREIGN LANGUAGES						18000 1			
LETTERS (incl English, Li		22000 1			20964 7				
VISUAL & PERFORMING ARTS					22251 6				
HUMANITIES - OTHER									24000 1
CRIMINAL JUSTICE					22500 1	19493 1			
HISTORY							18954 1		
POLITICAL SCIENCE/GOVT			22100 1			19493 1	15550 2		
PSYCHOLOGY					18000 1		15605 4		14018 2

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMICAL						26520 1			
CIVIL			27500 1	31160 6		25283 6	23679 2		
COMPUTER						28372 2			
ELECTRICAL/ELECTRONIC		36800 1		30969 9		27125 15			
INDUSTRIAL				29600 1		25798 2			
MECHANICAL			31428 2	31243 6		25915 16			
ENGINEERING TECHNOLOGY				37680 1					
AGRIBUSINESS							22385 1		
OTHER AGRICULTURAL SCIENC					25000 1				
COMPUTER SCIENCE		30160 1		29100 2	18500 1	23668 6			
COMPUTER PROGRAMMING						29770 1	18168 1		
INFORMATION SCIENCES & SY				31000 1		19493 1			
HEALTH SCIENCES							16800 1		
NURSING								31000 2	
BIOLOGICAL		30000 1							
CHEMISTRY		22500 1							
MATHEMATICS					20021 6	21821 6			
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL		MUSEUMS & CULT		SOCIAL SRVCS/P		OTHER NON-PROF		AEROSPACE		AGRIBUSINESS &		AUTOMOTIVE & M		BUILDING MATLS		CHEMICAL, DRUG	
ACCOUNTING									25414	2	26500	1	18000	1			28200	1
BUSINESS ADMIN (INCL MGMT									24800	2	21900	3	28000	1			22768	3
DISTRIBUTION MANAGEMENT											23650	1			26000	1	24000	1
ECONOM & FINANCE (BANKING															22000	1	25167	3
HUMAN RSRCS (incl LABOR R													22500	1				
MARKETING/MARK MGMT (RESR	16000	1											21000	1	24750	2	29750	4
COMMUNICATIONS	18800	1																
ELEMENTARY EDUCATION							22140	1										
HUMANITIES - OTHER									22500	1								
POLITICAL SCIENCE/GOVT			20000	1														
AEROSPACE & AERONAUTICAL									32500	1								
BIOENGINEERING & BIOMEDIC													31324	1			34200	2
CHEMICAL									30300	1							35114 37380/34080	51
CIVIL															28576	5	32301	1
COMPUTER													30225	1				
ELECTRICAL/ELECTRONIC									30991	12			31225	4	29192	1	32760	2
INDUSTRIAL													31800	1			30700	3
MECHANICAL									29965	7			29538	8	30648	5	33346	13
PETROLEUM																	29447	3
ENGINEERING TECHNOLOGY									28100	1			28000	1	45000	1		
INDUSTRIAL TECHNOLOGY													27000	1				
AGRIBUSINESS											22995	3						
OTHER AGRICULTURAL SCIENC											15118	1					29500	1

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
COMPUTER SCIENCE					31660 5			22667 3	31965 4
COMPUTER PROGRAMMING							31000 1		
PHARMACY									32000 2
ARCHITECTURAL & ENVIRONME								28376 5	
CHEMISTRY									29000 1
TEXTILE SCIENCE									29000 1

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	32000	1	25000	1	25375	4			24925	2			23400	2	29267	3	27200	2
BUSINESS ADMIN (INCL MGMT			25200	2	21000	1							29000	1			27500	1
ECONOM & FINANCE (BANKING	24500	1	23667	3			24000	1					24536	2	23500	3		
HUMAN RSRCS (incl LABOR R					30000	1	21200	1									28000	2
MANAGEMENT INFO SYSTEMS	28367	3	24600	1													30500	2
MARKETING/MARK MGMT (RESR	23600	2	22150	8	25617	6	25250	4	20503	2			23000	2			25000	1
ADVERTISING									13400	1								
COMMUNICATIONS	15500	1					19000	2							23500	2		
JOURNALISM	31500	1													23250	1		
TELECOMMUN/BROADCASTING					12480	1												
SOCIOLOGY			18600	1														
BIOENGINEERING & BIOMEDIC			32100	1														
CHEMICAL													33500	2	35211	9	36876	16
CIVIL																	33500	4
COMPUTER			30000	1													33500	1
ELECTRICAL/ELECTRONIC	32515	4	31745 31 39000/30200						33133	3					33771	7	40200	1
INDUSTRIAL			29369	9					30750	2			29100	2				
MECHANICAL			31583 24 33000/30700						32290	8					34583	6	34580	5
METALLURGICAL									30807	3								
TEXTILE															34000	1		
ENGINEERING TECHNOLOGY			28000	1					21600	1					26600	2		
INDUSTRIAL TECHNOLOGY									24000	1					33300	1		
OTHER AGRICULTURAL SCIENC													32500	1				

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL	PAPER & WOOD P		PETROLEUM & AL	
COMPUTER SCIENCE	27426	5	28413	3	26750	2		21500	1			30475	3		
COMPUTER PROGRAMMING	31541	7	30000	1											
INFORMATION SCIENCES & SY	29000	1	29000	1				24000	1					32200	1
MATHEMATICS	26500	1													
TEXTILE SCIENCE			23000	1										31500	1

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING			27950	4							27600	1	21000	1
BUSINESS ADMIN (INCL MGMT			23000	2	21500	1			26770	2	26100	1		
ECONOM & FINANCE (BANKING	23000	1	24000	1			29400	1	27500	1	24000	1	22500	1
HUMAN RSRCS (incl LABOR R									28132	6				
MARKETING/MARK MGMT (RESR			25200	1	24000	3			25500	2	19000	3	22000	2
ADVERTISING									14000	1				
JOURNALISM	16200	1												
TELECOMMUN/BROADCASTING													20000	1
TEXTILES & CLOTHING									27000	1				
HISTORY													27000	1
POLITICAL SCIENCE/GOVT			22500	2					23100	1				
PSYCHOLOGY									30000	1				
SOCIAL SCIENCES-OTHER													20000	1
CHEMICAL	43800	1	35550	6	35600	1	36300	1	36036	11	34440	10		
CIVIL							28500	1			29700	1	28750	2
ELECTRICAL/ELECTRONIC			33600	1			33867	3	35450	4	35040	1	25000	1
INDUSTRIAL			32100	1	32000	1			32017	6	30498	2		
MECHANICAL			33900	5					34703	8	32514	7	26867	3
METALLURGICAL							29450	2					29900	2
TEXTILE									34008	1			33000	1
ENGINEERING TECHNOLOGY			26000	1										
INDUSTRIAL TECHNOLOGY									27500	1			13000	1
AGRIBUSINESS											25000	1		

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
OTHER AGRICULTURAL SCIENC							20000 1
COMPUTER SCIENCE		19500 2	25343 1		32250 2	28427 3	
COMPUTER PROGRAMMING		34008 1					
BIOLOGICAL						14500 1	21000 2
CHEMISTRY				29000 1			
MATHEMATICS							16000 1
TEXTILE SCIENCE					26708 20 29400/25000		

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25726 248 34000/22000	17612 14	21500 2	20949 84 34000/18500	22738 4	20691 11	25345 16	29338 16	
BACHELOR - TECHNICAL			32350 2		31875 4	21000 1	28530 24 32000/26200	30493 14	28313 8

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21388 18	21000 4	19438 8	22758 40 33000/18000		20252 82 27500/17520	17625 4	22100 3	14667 3
BACHELOR - TECHNICAL	23633 2			26193 9		22967 6		25348 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	27750 2	20667 3	22138 8	23068 5	20412 109 30000/18000	19634 16	18695 16	20340 1	18825 6
BACHELOR - TECHNICAL		29865 4	30119 3	31139 26 37680/29000	20453 8	25541 56 36000/20000	20942 5	31000 2	30000 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17400 2	20000 1		22140 1	24586 5	23170 5	22375 4	24375 4	26250 12
BACHELOR - TECHNICAL					30772 27 35100/28600	21026 4	30030 18	29010 20 45000/24180	33933 84 37380/30360

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26200 9	22925 16	24514 13	23025 8	20851 5		24410 7	25394 9	27987 8
BACHELOR - TECHNICAL	30193 18	31010 73 39000/28500	26750 2		30137 20 37200/24000		31540 5	33542 29 38000/29000	35666 29 40200/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	19600 2	25200 10	23375 4	29400 1	26329 15	22450 6	22071 7
BACHELOR - TECHNICAL	43800 1	32206 17	30981 3	31788 8	31473 53 39500/25800	31635 26 37200/28800	24779 14

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU		ACCOUNTING (PR		COMMERCIAL BAN		COMMERCIAL BAN		INVESTMT BANKI		INVESTMT BANKN		INVESTMT BANKG		INVESTMT BANKG		FINANCIAL/TREA	
ACCOUNTING	25721 34000/22000	236	24639 35000/20000	39	21275	4											25000	1
BUSINESS ADMIN (INCL MGMT	21700	1	18800	2	19703	2	19373	4									27450	2
ECONOM & FINANCE (BANKING	27525	15	27500	2	20158	19	21220	5	27600	1			19000	1	18500	2	25595	10
MARKETING/MARK MGMT (RESR	31000	1			19625	8	22250	2										
COMMUNICATIONS					24000	1												
FOREIGN LANGUAGES					18500	1									18500	1		
LETTERS (incl English, Li					18500	2												
POLITICAL SCIENCE/GOVT	31000	1			20125	4									20000	1		
PSYCHOLOGY					18500	2									18500	1		
SOCIAL SCIENCES-OTHER					18500	1									18500	1		
BIOENGINEERING & BIOMEDIC																	36000	1
CHEMISTRY																	31250	2

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT	20250 2		20260 5				27500 1		
ECONOM & FINANCE (BANKING	16500 1	25875 4	26000 1						
HUMAN RSRCS (incl LABOR R		23133 3	22000 2						
MARKETING/MARK MGMT (RESR	21000 1	30000 1	20350 2					16000 1	
REAL ESTATE		20160 1							
ADVERTISING					16500 2		15600 1	18700 2	
COMMUNICATIONS							21000 1	20000 1	
JOURNALISM					16000 1	17000 1		15500 1	16200 1
TELECOMMUN/BROADCASTING							18500 1	12480 1	
SOCIOLOGY			22000 1						
ELECTRICAL/ELECTRONIC							33500 1		
MATHEMATICS			25700 1						
TEXTILE SCIENCE				27000 1					

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									17900 1
BUSINESS ADMIN (INCL MGMT		20067 3	21500 1	18200 1	23850 2		26168 3	16500 1	
DISTRIBUTION MANAGEMENT				23650 1			24000 1		
ECONOM & FINANCE (BANKING		30000 1	19880 2			22500 1	21833 6		23493 6
HUMAN RSRCS (incl LABOR R		25000 1		27500 1			23892 13		
MANAGEMENT INFO SYSTEMS							32050 2		
MARKETING/MARK MGMT (RESR	25000 3	26467 3	19500 2	25320 5	22000 2	25200 1	22700 41 31600/18000		17400 2
REAL ESTATE							20500 1		
ADVERTISING	14750 4						19861 6	11000 1	
COMMUNICATIONS	15500 1	30000 1	20000 1	15500 1			20125 8	18800 1	
JOURNALISM	14000 1						21913 4		
TELECOMMUN/BROADCASTING							20000 1		
MERCHANDISING MANAGEMENT			19330 1						
FOREIGN LANGUAGES							22800 1	18000 1	
VISUAL & PERFORMING ARTS			27000 1				18500 1		
HUMANITIES - OTHER							23250 2		
HISTORY							27000 1		
POLITICAL SCIENCE/GOVT			22433 3				20580 5		
PSYCHOLOGY			27250 2	13520 1			17000 1		
SOCIOLOGY							18600 1		
SOCIAL SCIENCES-OTHER			20000 1						
CHEMICAL							35600 1		
ELECTRICAL/ELECTRONIC							24667 3		

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
INDUSTRIAL							23400 1		
MECHANICAL							30033 3		
METALLURGICAL							30400 1		
AGRIBUSINESS							28000 1		
OTHER AGRICULTURAL SCIENC							29500 1		
PHARMACY							32000 2		
BIOLOGICAL							24000 1		
CHEMISTRY					29000 1				
MATHEMATICS			22800 1						25200 1
TEXTILE SCIENCE		24000 1					24800 2		

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			19493 1						
BUSINESS ADMIN (INCL MGMT			18445 4						
ECONOM & FINANCE (BANKING	24000 1		24747 2						
HUMAN RSRCS (incl LABOR R									28212 6
MARKETING/MARK MGMT (RESR			17869 2				26000 1		
ELEMENTARY EDUCATION			28000 1						
CRIMINAL JUSTICE		19493 1							
POLITICAL SCIENCE/GOVT			19493 1						
BIOENGINEERING & BIOMEDIC									31324 1
CHEMICAL									36020 6
CIVIL					27500 1		28803 16	27769 4	31350 2
ELECTRICAL/ELECTRONIC			28375 5				31309 8		33453 12
INDUSTRIAL			25343 1						30994 16
MECHANICAL							30049 13	33500 1	32260 27 36100/30000
METALLURGICAL									30000 2
ENGINEERING TECHNOLOGY							36550 2		26800 4
INDUSTRIAL TECHNOLOGY									27950 4
OTHER AGRICULTURAL SCIENC									32500 1
COMPUTER SCIENCE			25353 1						
COMPUTER PROGRAMMING							31000 1		
INFORMATION SCIENCES & SY			19493 1						
ARCHITECTURAL & ENVIRONME							29250 2		
MATHEMATICS			19493 2						

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT			29400 1					29000 1	
MANAGEMENT INFO SYSTEMS	30000 1								24600 1
AEROSPACE & AERONAUTICAL					32500 1				
BIOENGINEERING & BIOMEDIC							33000 1	35400 1	32100 1
CHEMICAL					36018 11		35477 82 43800/34000	34140 3	33184 5
CIVIL		29850 2					28200 1	28897 6	29500 1
COMPUTER			30113 2		31400 1				25343 1
ELECTRICAL/ELECTRONIC	30774 6	29357 5	30052 5	30192 2	31916 5	32387 3	31620 1	31916 18	31047 32 40200/25343
INDUSTRIAL		29600 1					30500 2		29970 5
MECHANICAL		31030 4	26300 1	26252 1	30725 10	30717 3	33433 3	32703 20 37200/30700	30800 36 35220/25343
METALLURGICAL					28500 1			32220 1	30000 2
PETROLEUM									29447 3
TEXTILE								34008 1	33500 2
ENGINEERING TECHNOLOGY				28000 1	37680 1				21600 1
COMPUTER SCIENCE	30750 2		29818 10			25020 1			30600 1
COMPUTER PROGRAMMING			32766 1						
ARCHITECTURAL & ENVIRONME								27690 2	28000 1
CHEMISTRY					25750 2				
TEXTILE SCIENCE								31500 1	

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	18500 1				20000 1				
ECONOM & FINANCE (BANKING	22500 1								
MARKETING/MARK MGMT (RESR	19413 1								
PHYSICAL EDUCATION									16000 1
PSYCHOLOGY	13000 1								15035 1
COMPUTER SCIENCE			18000 1					28427 3	
NURSING				31000 2					
BIOLOGICAL			18000 1						22250 2
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT	20600 1		20000 1			23300 2	23917 1		
ECONOM & FINANCE (BANKING	20500 1								
MANAGEMENT INFO SYSTEMS					24808 3	25140 12	25850 6		
MARKETING/MARK MGMT (RESR						18200 1			
HISTORY				18954 1					
POLITICAL SCIENCE/GOVT	16700 1		14400 1						
PSYCHOLOGY		15075 2		18750 1					
COMPUTER					33500 1				
ELECTRICAL/ELECTRONIC					30950 4				
MECHANICAL						26000 1	26000 1		
AGRIBUSINESS									23257 3
OTHER AGRICULTURAL SCIENC									20000 1
COMPUTER SCIENCE					26738 37 38000/19500	27964 3	28286 7		
COMPUTER PROGRAMMING					29600 13				
INFORMATION SCIENCES & SY					27367 3	27550 8	29000 1		
HEALTH SCIENCES				16800 1					
MATHEMATICS		21000 1			21560 4			28000 1	

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29000 1		22375 4					
BUSINESS ADMIN (INCL MGMT		26975 4		20505 27 27500/18200					15000 1
DISTRIBUTION MANAGEMENT				22833 3					
ECONOM & FINANCE (BANKING		31375 4		22122 21 32000/17000					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RSRCS (incl LABOR R			23250 4	23505 4					
MANAGEMENT INFO SYSTEMS				19000 1					
MARKETING/MARK MGMT (RESR			23800 1	20733 34 30000/17000					
REAL ESTATE				12000 1					
COMMUNICATIONS			20100 1	20900 2					
JOURNALISM				20000 1			16000 1		12000 1
ELEMENTARY EDUCATION									20444 70 30000/18357
PRE-ELEMENTARY EDUCATION									19779 5
PHYSICAL EDUCATION									21405 6
SPECIAL EDUCATION									19933 9
TEXTILES & CLOTHING				27000 1					19900 1
MERCHANDISING MANAGEMENT				19200 5					
LETTERS (incl English, Li				20375 4					20964 7
VISUAL & PERFORMING ARTS									22251 6
CRIMINAL JUSTICE									22500 1
HISTORY	20000 1								
POLITICAL SCIENCE/GOVT		32000 1		18867 3					
PSYCHOLOGY				26400 2					18000 1

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART B - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIOLOGY				31000 1					
BIOENGINEERING & BIOMEDIC		36000 1							
CHEMICAL				33000 2					
CIVIL				27000 1				31000 1	
ELECTRICAL/ELECTRONIC		31225 4		30950 2					
INDUSTRIAL				30305 4					
MECHANICAL				31800 1					
INDUSTRIAL TECHNOLOGY				13000 1					
AGRIBUSINESS				18600 1					
OTHER AGRICULTURAL SCIENC				15118 1					25000 1
COMPUTER SCIENCE		29333 3			22265 1				
ALLIED HEALTH				22000 1					
CHEMISTRY		32000 1							
MATHEMATICS				19000 1			23000 1		20021 6
TEXTILE SCIENCE				26977 19					

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25853 254 34000/22000	24500 43 35000/20000	20000 44 26000/18500	20736 11	27600 1		19000 1	18750 6	25835 13
BACHELOR - TECHNICAL									32833 3

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	19500 4	24784 9	21273 11		16333 3	17000 1	20650 4	16897 6	16200 1
BACHELOR - TECHNICAL			25700 1	27000 1			33500 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18167 9	24956 9	22028 14	22497 10	22925 4	23850 2	22454 98 33000/17000	16075 4	21518 9
BACHELOR - TECHNICAL		24000 1	22800 1		29000 1		28038 16		25200 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	19493 1	20545 11				26000 1		28212 6
BACHELOR - TECHNICAL			25105 10		27500 1		30108 42 45000/26000	28915 5	31866 75 37500/28200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	30000 1		29400 1					29000 1	24600 1
BACHELOR - TECHNICAL	30768 8	30017 12	29881 19	28659 4	32644 32 39000/28000	30619 7	35147 90 43800/33400	31941 53 37320/29000	30776 91 40200/25343

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	18353 4				20000 1				15518 2
BACHELOR - TECHNICAL			18000 2	31000 2				28427 3	24833 3

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
BACHELOR - NON TECHNICAL	19267	3	15075	2	17200	2	18852	2	24808	3	24432	15	25574	7				
BACHELOR - TECHNICAL			21000	1			16800	1	27415 38000/20000	62	27525	12	28111	9	28000	1	22443	4

CURRICULUM	ARCHITECTURE		CONSULTING		HUMAN RESRCS /		MANAGEMENT TRA		MATH/STATISTIC		PARALEGAL		RESEARCHERS NO		RESEARCHERS -		TEACHING	
BACHELOR - NON TECHNICAL	20000	1	29440	10	22817	6	21138 32000/17500	115					16000	1			20421 30000/18000	108
BACHELOR - TECHNICAL			31211	9			26712 34000/22000	34	22265	1			23000	1	31000	1	20732	7

AVERAGE SALARY OFFERS MAY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32083 6			37918 17	44233 3	42267 3	32400 1	36250 4	
MBA--TECH				40200 5				36250 4	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(NO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH				38500 2		17000 1			
MBA--TECH				42000 1					

CURRICULUM	REAL ESTATE	RESEARCH ORGAM	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			44000 1			25400 2	32250 2		
MBA--TECH			34950 2	41500 1			37900 1		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					34400 1				46000 2
MBA--TECH							35800 1		40500 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	32000 1	32000 2	42000 3						
MBA--TECH		35000 1							40650 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH					45000 2		

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (May 2, 1990, through June 4, 1990) and cumulatively (September 1, 1989, and June 4, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	155	1667	$25777	$26627	$31000	$26300	$20400	442	4340	$25548	$26496	$30300	$26000	$20195
BUSINESS ADMIN (INCL MGMT	116	680	22590	23688	27000	22000	18000	191	1263	22103	23318	27000	21500	18000
DISTRIBUTION MANAGEMENT	5	26	21860	24580	*	*	*	10	73	22545	25376	*	*	*
ECONOM & FINANCE (BANKING	211	1114	24612	25527	30500	24000	19500	318	1882	24234	25158	31000	24000	18500
HOTEL/RESTAURANT MGMT.	+	88	+	21306				1	120	18000	20951	*	*	*
HUMAN RSRCS (incl LABOR R	21	49	22140	22514	27500	20000	18000	55	104	23595	23176	28875	24000	18000
MANAGEMENT INFO SYSTEMS	9	192	30511	27595	*	*	*	35	475	26957	27493	32200	27600	20000
MARKETING/MARK MGMT (RESR	108	795	22770	23902	29700	21500	18000	223	1536	22342	23447	27000	22000	18000
REAL ESTATE	+	6	+	20850				3	24	17553	24353	*	*	*
COMMUNICATIONS														
ADVERTISING	5	40	17700	22044	*	*	*	21	65	17317	20599	20000	17000	14000
COMMUNICATIONS	23	115	20961	21435	25000	20000	18000	42	264	20710	20898	25000	20000	15600
JOURNALISM	4	51	24150	20602	*	*	*	16	103	19434	19004	*	*	*
TELECOMMUN/BROADCASTING	8	51	17735	21250	*	*	*	11	64	17533	20610	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	24	75	21087	19837	24000	20800	18075	95	374	20686	19144	24000	20163	18343
PRE-ELEMENTARY EDUCATION	1	4	20000	19125	*	*	*	6	27	19816	17130	*	*	*
PHYSICAL EDUCATION	3	9	19842	20580	*	*	*	10	44	20396	19373	*	*	*
SPECIAL EDUCATION	9	27	21331	19754	*	*	*	18	86	20632	19827	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	11	25000	18682	*	*	*	1	12	25000	18292	*	*	*
TEXTILES & CLOTHING	10	101	26100	20759	*	*	*	12	133	25658	20814	*	*	*
MERCHANDISING MANAGEMENT	4	18	22775	20617	*	*	*	10	53	20643	19792	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	5	23	20573	24304	*	*	*	9	38	20074	23157	*	*	*
LETTERS (incl English, Li	24	85	23646	22374	29000	22750	20000	37	157	22507	20918	28000	22000	18500
VISUAL & PERFORMING ARTS	2	18	27000	24362	*	*	*	10	68	23301	20461	*	*	*
HUMANITIES - OTHER	5	49	25596	22737	*	*	*	7	104	24926	23659	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	4	16	18123	19616	*	*	*	6	31	19081	20111	*	*	*
HISTORY	13	39	23477	23738	*	*	*	16	60	23197	22558	*	*	*
POLITICAL SCIENCE/GOVT	23	71	25739	24529	30000	26300	20000	44	150	23475	23673	30000	23300	18500
PSYCHOLOGY	29	96	21596	21047	27000	21000	16000	44	183	20785	20474	27000	20300	16000
SOCIOLOGY	4	18	18001	19217	*	*	*	7	44	20515	20152	*	*	*
SOCIAL SCIENCES-OTHER	11	90	20775	23040	*	*	*	14	122	20395	22179	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	19	101	30043	30333	*	*	*	20	278	30166	30465	32500	30330	27500
AGRICULTURAL	1	21	19000	30530	*	*	*	1	53	19000	30090	*	*	*
ARCHITECTURAL	+	26	+	28053				+	57	+	29143			
BIOENGINEERING & BIOMEDIC	3	17	34600	30216	*	*	*	9	47	34180	30515	*	*	*
CHEMICAL	103	638	34926	34855	37000	35400	32000	213	1873	35158	35084	37200	35400	33400
CIVIL	60	506	28792	28105	33000	28000	25000	95	1146	28825	28040	33000	28500	25000
COMPUTER	23	111	29172	31009	32500	30000	26252	28	331	29337	31212	33400	30113	26252
ELECTRICAL/ELECTRONIC	169	1077	31689	31779	35000	32240	26252	285	2624	31459	31817	35000	31900	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	3	+	$28304				+	5	+	$28822			
INDUSTRIAL	40	273	$29329	30034	$33300	$30120	$23000	70	855	$29707	30608	$33300	$30000	$25300
MECHANICAL	175	1048	31973	31944	35700	32500	27000	300	2795	31679	32166	35500	32200	26252
METALLURGICAL	8	54	31900	32427	*	*	*	15	161	31088	32412	*	*	*
MINING (INCL GEOLOGICAL)	+	14	+	28747				+	40	+	29483			
NUCLEAR	1	13	26252	29860	*	*	*	1	35	26252	30863	*	*	*
PETROLEUM	+	38	+	35266				3	138	29447	35448	*	*	*
TEXTILE	+	+	+	+				3	3	33669	33669	*	*	*
ENGINEERING TECHNOLOGY	13	124	28628	28580	*	*	*	22	299	29079	28905	34800	28000	25000
INDUSTRIAL TECHNOLOGY	1	37	22000	30362	*	*	*	6	63	24467	28543	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	35	20200	21000	*	*	*	8	106	22121	21896	*	*	*
ANIMAL SCIENCES	+	20	+	20877				+	42	+	19188			
PLANT SCIENCES	+	5	+	20431				+	28	+	21469			
NATURAL RESOURCES	2	8	18153	18281	*	*	*	2	16	18153	18572	*	*	*
OTHER AGRICULTURAL SCIENC	5	20	20400	24600	*	*	*	10	49	22412	24066	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	55	419	28173	29794	32500	28800	23000	125	1018	27799	29730	32500	28500	21008
COMPUTER PROGRAMMING	7	26	29787	28304	*	*	*	22	70	29867	28611	33760	30800	27836
INFORMATION SCIENCES & SY	14	154	26329	28628	*	*	*	27	345	26652	28463	31000	27836	22000
SYSTEMS ANALYSIS	6	10	32167	32500	*	*	*	6	14	32167	31603	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	35	+	27941				1	84	22000	26943	*	*	*
HEALTH SCIENCES	+	5	+	21410				1	28	16800	20513	*	*	*
NURSING	2	96	20032	28599	*	*	*	4	120	25516	28206	*	*	*
PHARMACY	4	19	41458	39614	*	*	*	6	39	38305	36627	*	*	*
SCIENCES														
ACTUARIAL	+	4	+	29400				+	64	+	27722			
ARCHITECTURAL & ENVIRONME	14	20	24919	25283	*	*	*	19	79	25828	25186	*	*	*
BIOLOGICAL	12	27	21844	22059	*	*	*	16	62	21789	21442	*	*	*
CHEMISTRY	5	37	26120	27267	*	*	*	11	107	27782	28226	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	5	25000	25760	*	*	*	1	25	25000	23185	*	*	*
MATHEMATICS	31	120	26320	27330	30000	27000	22000	51	254	24559	26686	29000	24750	19493
PHYSICS	+	25	+	30674				+	42	+	29530			
OTHER PHYSICAL & EARTH SC	+	6	+	20900				1	9	30000	21078	*	*	*
POLYMER SCIENCE	1	6	27000	32234	*	*	*	1	6	27000	32234	*	*	*
TEXTILE SCIENCE	+	+	+	+				24	24	26861	26861	29000	26800	25000
TOTALS	1615	10827						3121	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	122	1213	$26738	$27337	$31000	$27000	$23000	376	3335	$26140	$26936	$31000	$26040	$22000
ACCOUNTING (PRIVATE)	42	545	24053	25511	28000	25000	19500	85	1121	24279	25266	28500	25300	19850
COMMERCIAL BANKING (CNSMR	81	134	21332	21869	24000	22000	18500	125	225	20863	21435	24000	21000	18500
COMMERCIAL BANKING (LENDG	24	179	23667	24474	25500	23000	21000	35	265	22746	24013	25000	23000	20000
INVESTMT BANKING (CORP FN	6	53	27584	29190	*	*	*	7	80	27586	28795	*	*	*
INVESTMT BANKNG (M & A)	2	8	24500	27126	*	*	*	2	16	24500	26946	*	*	*
INVESTMT BANKG (REAL EST)	*	2	*	26500				1	14	19000	25299	*	*	*
INVESTMT BANKG (SALES & T	3	16	26333	26362	*	*	*	9	28	21278	23387	*	*	*
FINANCIAL/TREASURY ANALYS	36	307	26972	27084	30500	28000	22000	52	584	27026	26925	31500	28000	22000
PORTFOLIO MGMT/BROKERAGE	6	33	26000	25473	*	*	*	10	72	23400	23689	*	*	*
UNDERWRITING	17	105	24798	23999	*	*	*	26	157	24793	23619	28000	25000	20400
INSURANCE - CLAIMS	8	53	23535	23717	*	*	*	20	116	22399	22829	26000	22000	18000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	*	7	*	25357				1	25	27000	21642	*	*	*
MEDIA PLANNING	*	11	*	20793				3	21	16333	20388	*	*	*
REPORTING	1	8	12000	16750	*	*	*	2	21	14500	16548	*	*	*
PRODUCTION	1	28	21500	26139	*	*	*	6	53	22933	25639	*	*	*
PUBLIC RELATIONS	8	37	20025	19619	*	*	*	14	76	18684	20277	*	*	*
WRITING / EDITING	2	33	19800	19280	*	*	*	3	65	18600	18634	*	*	*
MARKETING														
ADVERTISING	3	29	17000	22229	*	*	*	12	63	17875	20971	*	*	*
BRAND/PRODUCT MANAGEMENT	18	104	26732	24444	*	*	*	28	208	26064	25131	33000	24500	20000
BUYER/MERCHANDISING	35	318	23913	22962	27000	24000	19760	50	457	23363	22963	27000	23000	19330
DISTRIBUTION	3	61	22233	25188	*	*	*	13	118	22436	26057	*	*	*
MARKET RESEARCH	4	29	26720	26578	*	*	*	9	76	25287	25754	*	*	*
PURCHASING	1	21	16000	24059	*	*	*	3	54	21233	23868	*	*	*
SALES	147	767	25264	24957	32100	25000	18000	261	1583	24379	24809	32000	24000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GEML	3	16	20267	21968	*	*	*	7	38	17871	21138	*	*	*
FINANC,TAXA, MONETARY POL	5	34	23980	21948	*	*	*	15	69	22584	22658	*	*	*
ECONOMIC PROGRAMS	*	2	*	24250				1	16	24000	26362	*	*	*
LAW ENFORCEMENT	2	9	18491	19931	*	*	*	3	33	18825	25790	*	*	*
MILITARY	9	18	23000	24428	*	*	*	30	98	22802	22179	30000	22000	16304
NATIONAL SECURITY	1	6	20000	25566	*	*	*	1	9	20000	26010	*	*	*
URBAN / REGIONAL PLANNING	*	6	*	24615				1	17	27500	25212	*	*	*
ENGINEERING														
BIOENGINEERING	*	40	*	34606				*	61	*	33056			
DESIGN / CONSTRUCT	105	661	30012	29472	34200	30000	26200	148	1532	30012	29916	34200	30000	26000
ENVIRONMENTAL/SANITATION	13	93	32842	29614	*	*	*	18	206	31751	29377	*	*	*
MANUFACTURING/INDUSTRIAL	100	575	31675	31741	35580	32500	26200	181	1634	31639	32020	35900	32136	27000
SYSTEMS / PROGRAMMING	17	125	31397	30933	*	*	*	26	372	31149	31087	33280	31500	28800
POWER SYSTEMS	29	151	30215	31525	33120	31700	26000	41	391	30157	31734	33125	31360	26000
SOFTWARE DESIGN & DEVELOP	20	157	29765	31612	32240	30550	27000	40	346	29811	31685	32700	30363	26252
HARDWARE DESIGN & DEVELOP	17	129	31421	32899	*	*	*	21	294	30895	32491	34000	33000	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	42	178	$32741	$32452	$37100	$33900	$27360	74	578	$32699	$32316	$37320	$33400	$27000
TESTING	22	98	28980	29773	33000	30080	25300	29	243	29375	30307	33000	30160	25020
PROCESS ENGINEERING	92	455	35044	34825	37000	35450	33500	182	1390	35095	34985	37000	35210	33400
PROJECT ENGINEERING	64	511	31357	31743	35000	32310	26252	118	1130	31599	32200	35000	32220	26252
OTHER ENGINEERING	52	775	31099	31061	34800	31900	26000	144	2117	30850	31347	34800	31500	25343
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	18000	22485	*	*	*	5	31	18283	22633	*	*	*
INDUSTRIAL HYGIENE	1	1	16000	16000	*	*	*	1	1	16000	16000	*	*	*
MEDICAL TECHNOLOGY	1	15	12438	24433	*	*	*	3	26	16146	23239	*	*	*
NURSES / PERSONAL CARE	2	93	20032	28376	*	*	*	4	120	25516	27965	*	*	*
OCCUPATIONAL THERAPY	+	1	+	26000				1	19	20000	25981	*	*	*
PHARMACIST	3	16	43667	40860	*	*	*	3	26	43667	38746	*	*	*
PHYSICAL THERAPY	+	21	+	31310				+	42	+	29364			
RESPIRATORY THERAPY	+	2	+	32975				3	8	28427	25716	*	*	*
OTHER HEALTH RELATED	3	19	18333	21869	*	*	*	8	56	20067	20839	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	2	18	18875	18758	*	*	*	5	37	19110	18412	*	*	*
COUNSELING	3	19	15000	16660	*	*	*	6	56	16025	16881	*	*	*
FUNDRAISING / DEVELOPMENT	1	10	20000	14850	*	*	*	3	16	18133	15788	*	*	*
SOCIAL WORK	2	17	17372	16675	*	*	*	5	42	17850	17617	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	45	415	26722	28511	32000	27020	20000	110	943	27060	28557	33000	27918	19473
INFORMATION SYSTEMS	40	217	27178	28097	32000	28000	23000	67	473	26625	28076	31100	27183	21600
SYSTEMS ANALYSIS & DESIGN	16	191	29520	29148	*	*	*	32	488	28261	29625	32000	28650	23917
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	3	28	29650	28007	*	*	*	4	95	29238	30069	*	*	*
AGRICULTURE/NAT'L RESOURC	6	39	18134	19315	*	*	*	10	130	19858	20180	*	*	*
ARCHITECTURE	4	7	16515	20166	*	*	*	5	23	17212	21479	*	*	*
CONSULTING	62	363	30012	28790	33000	31000	25500	81	758	30075	28778	33000	31000	25500
HUMAN RESRCS /INDUS RELS	13	74	24008	23662	*	*	*	19	123	23632	23497	*	*	*
MANAGEMENT TRAINEE	191	901	21892	22461	27000	20600	18200	341	1735	22132	22273	28000	21000	18000
MATH/STATISTICIANS	5	13	27510	26354	*	*	*	6	29	26636	24446	*	*	*
PARALEGAL	1	20	14000	21123	*	*	*	1	30	14000	19773	*	*	*
RESEARCHERS NON-TECHNICAL	3	7	22497	20096	*	*	*	5	31	21298	20944	*	*	*
RESEARCHERS - TECHNICAL	2	19	33166	28085	*	*	*	3	53	32444	27806	*	*	*
TEACHING	42	150	21012	19534	23760	20800	18275	157	635	20593	19179	24000	20300	18000
TOTALS	1615	10827						3121	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	20	104	$31763	$29708	$36600	$30750	$27000	48	282	$30065	$29695	$35500	$30180	$24000
MBA--NON-TECH	42	314	34012	36462	42700	33000	25000	93	570	35551	36242	47000	34800	25000
MBA--TECH	10	62	37230	38289	*	*	*	34	125	38647	38281	45000	38000	31000
MS-BUSINESS	1	35	32000	35016	*	*	*	2	55	29000	34706	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	177	27206	37474	*	*	*	3	215	26302	37430	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	3	32	29000	32387	*	*	*	13	57	29186	31708	*	*	*
MANAGEMENT INFORMATION SY	2	27	36150	33504	*	*	*	2	46	36150	34003	*	*	*
MARKETING/MKTNG MGT (RESE	+	67	+	35968				3	79	26604	35903	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	4	+	24561				+	8	+	25555			
JOURNALISM	+	2	+	24500				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	24000				2	14	25365	26509	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				8	24	24497	22337	*	*	*
PHYSICAL EDUCATION	+	1	+	15996				1	6	24500	30765	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	22020				2	27	21684	22300	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	26000	24350	*	*	*
LETTERS	+	1	+	23000				+	4	+	19250			
VISUAL & PERFORMING ARTS	+	5	+	26797				+	7	+	24712			
HUMANITIES - OTHER	+	+	+	+				1	2	20000	21500	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	4	25000	25251	*	*	*	1	30	25000	24800	*	*	*
SOCIOLOGY	+	2	+	22000				1	3	17500	20500	*	*	*
SOCIAL SCIENCES - OTHER	+	4	+	26535				3	9	21956	24313	*	*	*

continued

SCPA REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	28	+	$35295				3	58	$33597	$35343	*	*	*
AGRICULTURAL	+	1	+	40000				+	6	+	36450			
BIOENGINEERING & BIOMEDIC	+	2	+	37000				+	4	+	36500			
CHEMICAL	39	81	$39160	38738	$39800	$39300	$36840	59	133	38897	38055	$39800	$39000	$36840
CIVIL	7	79	32300	32476	*	*	*	9	192	33200	32260	*	*	*
COMPUTER	7	11	33094	33923	*	*	*	15	31	32821	34395	*	*	*
ELECTRICAL/ELECTRONIC	20	115	36308	37991	39600	37620	31490	33	291	35883	37376	39000	36000	31490
INDUSTRIAL	1	14	34200	35507	*	*	*	4	70	30774	35928	*	*	*
MECHANICAL	5	90	34100	36933	*	*	*	21	248	35267	36964	37200	35500	33000
METALLURGICAL	+	8	+	35838				+	29	+	36766			
MINING & MINERAL	+	4	+	39345				+	5	+	37476			
NUCLEAR	2	9	35745	38877	*	*	*	2	18	35745	36635	*	*	*
PETROLEUM	+	1	+	35000				1	26	40800	38067	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	4	29300	28900	*	*	*	2	11	31774	26823	*	*	*
HEALTH SCIENCES	+	2	+	27500				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	2	10	18000	24800	*	*	*	2	11	18000	23855	*	*	*
ARCHITECTURAL & ENVIRONME	+	5	+	29300				+	8	+	28037			
BIOLOGICAL	+	2	+	33090				+	8	+	30353			
CHEMISTRY	2	6	31500	32393	*	*	*	4	21	32175	31907	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	15	81	35734	36425	*	*	*	29	167	34048	36656	38500	35900	27400
SCIENCES														
GEOLOGY & RELATED GLJLOGI	1	19	32240	34508	*	*	*	4	53	31112	33560	*	*	*
MATHEMATICS (INCL ACTUARI	5	14	29682	29243	*	*	*	9	32	28145	30345	*	*	*
PHYSICS	1	2	31490	33995	*	*	*	3	11	30413	30560	*	*	*
POLYMER	1	7	47200	37703	*	*	*	1	9	47200	37098	*	*	*
TOTALS	189	1438						419	3022					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	23	128	$42063	$42445	$49000	$42000	$35000	69	316	$43561	$44262	$53000	$41600	$34000
MBA--TECH	7	34	44743	44693	*	*	*	14	96	43940	48339	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	27	130	42896	41806	55000	42000	33000	126	389	46089	46565	57000	45000	35000
MBA--TECH	6	43	45300	46995	*	*	*	48	188	46254	51381	53000	46000	40000
OVER 4 YEARS														
MBA--NON-TECH	19	119	46148	45209	*	*	*	57	275	47556	46451	58500	47000	36000
MBA--TECH	3	49	44500	49302	*	*	*	16	122	54963	53407	*	*	*
TOTALS	85	503						330	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				1	1	$38000	$38000	*	*	*
COMPUTER & INFOR SCIENCES	+	6	+	$54067				+	8	+	53050			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	45917				4	20	31950	43487	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	1	4	$26000	29250	*	*	*	1	6	26000	30340	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				1	1	24000	24000	*	*	*
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	2	+	32502				+	2	+	32502			
SOCIAL SCIENCES	+	+	+	+				1	5	28200	30600	*	*	*
ENGINEERING														
AEROSPACE	+	1	+	36600				+	4	+	45398			
CHEMICAL	9	51	52033	50397	*	*	*	11	132	52042	50570	*	*	*
CIVIL	1	6	36000	43083	*	*	*	1	9	36000	43632	*	*	*
COMPUTER	+	3	+	41000				+	4	+	45000			
ELECTRICAL/ELECTRONIC	+	8	+	50275				+	33	+	52887			
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	9	+	51065				1	25	37634	48708	*	*	*
METALLURGICAL	+	2	+	41000				+	18	+	47583			
SCIENCES														
AGRICULTURE & NAT'L RESRC	1	7	45000	38714	*	*	*	1	14	45000	37971	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	50	+	46123				3	105	48332	45393	*	*	*
GEOLOGICAL SCIENCES	+	2	+	37170				+	11	+	37145			
MATHEMATICS	+	2	+	44000				1	6	28000	37833	*	*	*
PHYSICS	+	2	+	41250				+	11	+	41361			
POLYMER	+	3	+	46333				1	7	45000	46857	*	*	*
TOTALS	12	164						27	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26008 344 34000/22000		23000 1	21936 14			28000 1	29000 1	
BUSINESS ADMIN (INCL MGMT	24067 3	17500 1		21958 26 31000/18000	19500 1	21800 2	26933 3	27535 4	23500 1
DISTRIBUTION MANAGEMENT							23800 1		
ECONOM & FINANCE (BANKING	26918 21 31000/25500		22000 1	21777 108 34000/18000	26615 13	26300 5	27560 5	30772 25 40000/26500	
HUMAN RSRCS (incl LABOR R		25000 1		24167 6					
MANAGEMENT INFO SYSTEMS	32000 1			19000 1	26950 1	31100 1	26666 11	29571 7	
MARKETING/MARK MGMT (RESR		23500 2		21500 16	19500 1	24000 5	21142 12	31867 3	
ADVERTISING		17924 11		24000 1		15300 2			
COMMUNICATIONS		15775 4		23700 5		24333 3	20000 1		
JOURNALISM		15450 2				16000 2			
TELECOMMUN/BROADCASTING				18000 1		18625 4			
FOREIGN LANGUAGES				18500 3		22000 1			
LETTERS (incl English, Li	30500 1			20563 8	30000 1	20000 1	29000 1		
HUMANITIES - OTHER				18500 1		27000 1		32200 1	
HISTORY			20000 1	22667 3	32000 1	24000 1	28200 1		
POLITICAL SCIENCE/GOVT				21714 7	20000 1		28650 2	30525 4	
PSYCHOLOGY				21000 6					
SOCIAL SCIENCES-OTHER				19706 8					
AEROSPACE & AERONAUTICAL								27500 1	
BIOENGINEERING & BIOMEDIC					36000 1			34500 2	
CHEMICAL								32980 2	
CIVIL								27767 15	27888 8
COMPUTER					36000 1		30704 2	31900 2	

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ELECTRICAL/ELECTRONIC			32200 1			33471 7	31904 14	29980 19	32955 4
INDUSTRIAL								29080 5	30800 2
MECHANICAL			32500 1			32350 2		29904 9	30420 5
ENGINEERING TECHNOLOGY							26700 2	26000 1	28000 1
COMPUTER SCIENCE				26500 1	29500 2	32000 1	28552 29 34800/26200	29488 8	23000 1
COMPUTER PROGRAMMING							30333 3	32333 3	
INFORMATION SCIENCES & SY						27100 4	24850 6	29733 3	
SYSTEMS ANALYSIS						32000 2		33000 2	
ARCHITECTURAL & ENVIRONME			16515 4						27000 1
BIOLOGICAL								25000 3	
CHEMISTRY					31250 2			27500 2	
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS	36000 1			22667 6	26000 1	26500 1	28033 6	28900 5	
TEXTILE SCIENCE							27000 1		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING			19500 1	21500 2		21215 10			
BUSINESS ADMIN (INCL MGMT	20067 3	21500 2	19250 4	20935 15		20401 48 30000/18200			
DISTRIBUTION MANAGEMENT						20250 2			
ECONOM & FINANCE (BANKING	25377 15	18200 1	20500 3	25853 26 31000/22000		20594 28 28000/18500	17000 1		
HOTEL/RESTAURANT MGMT.			18000 1						
HUMAN RSRCS (incl LABOR R	21750 2	26000 1	18233 3	23157 21 33000/18000		20600 1	17250 2		
MANAGEMENT INFO SYSTEMS	27963 2			19500 1		19000 1			
MARKETING/MARK MGMT (RESR	19575 4	19667 3	21250 2	21928 12		20295 69 26000/18000	19000 1	22100 3	
REAL ESTATE	20160 1			12000 1					
ADVERTISING	16000 1			18000 1		19750 2			11000 1
COMMUNICATIONS	21000 1	20000 1		26000 1		20812 17			
JOURNALISM						20500 3			16500 2
TELECOMMUN/BROADCASTING				16640 2					
PHYSICAL EDUCATION		16000 1							
HUMAN ECOLOGY (HOME ECONO						25000 1			
MERCHANDISING MANAGEMENT						19548 9			
FOREIGN LANGUAGES						21389 3			
LETTERS (incl English, Li		22000 1		26000 3		21143 7			23000 1
VISUAL & PERFORMING ARTS						24875 4			
CRIMINAL JUSTICE						18000 3			
HISTORY		23000 1		20000 1		21500 2			
POLITICAL SCIENCE/GOVT	30000 1			33000 2		21133 12			
PSYCHOLOGY						23319 16	21000 2		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY				26500 2		18630 2			
SOCIAL SCIENCES-OTHER				24500 1	14000 1				
COMPUTER						17000 1			
ELECTRICAL/ELECTRONIC						24667 3	36400 1	25343 1	
ENGINEERING TECHNOLOGY						18000 1			
AGRIBUSINESS						20600 1			
COMPUTER SCIENCE	22265 1			27300 5		25000 2		25353 1	
COMPUTER PROGRAMMING	28500 1			27836 1					
INFORMATION SCIENCES & SY	25000 1			26240 5					
ALLIED HEALTH						22000 1			
MATHEMATICS	26000 1			24800 6		20900 2			

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	35000 1			26120 2	17748 2	20982 5	22655 8	22670 2	
BUSINESS ADMIN (INCL MGMT			19500 2	20000 1	20172 3	17676 7	18382 4	18000 1	26000 1
DISTRIBUTION MANAGEMENT			22000 1						
ECONOM & FINANCE (BANKING	32000 1		22333 3	24640 5		21795 10			
HUMAN RSRCS (incl LABOR R			25000 1				18750 1		
MANAGEMENT INFO SYSTEMS		20000 1				20000 1			
MARKETING/MARK MGMT (RESR		20000 1	24375 4	23500 2		19234 4		17500 2	19413 1
REAL ESTATE	20500 1								
COMMUNICATIONS			18000 1	20100 1					
JOURNALISM					12000 1				15500 1
TELECOMMUN/BROADCASTING						13000 1	21600 1		
ELEMENTARY EDUCATION					20592 93 30000/18343	28000 1			
PRE-ELEMENTARY EDUCATION					19969 5		19050 1		
PHYSICAL EDUCATION					20884 9				
SPECIAL EDUCATION					20648 17		20350 1		
TEXTILES & CLOTHING					19900 1				
FOREIGN LANGUAGES					21000 1	18000 1			
LETTERS (incl English, Li		22000 2			20964 7				
VISUAL & PERFORMING ARTS					22251 6				
HUMANITIES - OTHER					22000 1				24000 1
CRIMINAL JUSTICE					22500 1	19493 1	18491 1		
HISTORY				18000 1		24500 2	18954 1		
POLITICAL SCIENCE/GOVT			22100 1			20247 2	16967 3		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
PSYCHOLOGY		19000 1	27500 1		18000 1	17667 3	16182 5		13678 3
SOCIOLOGY						18744 1			
SOCIAL SCIENCES-OTHER		20000 1	22880 1						
AEROSPACE & AERONAUTICAL						26930 2			
CHEMICAL				31500 1		27316 4	35000 2		
CIVIL			26971 7	31300 14		26031 10	26418 11		
COMPUTER				32167 3		26462 8			
ELECTRICAL/ELECTRONIC		36800 1		31400 29 34000/29910	33960 1	26757 33 36516/25343			
INDUSTRIAL			24600 1	31700 7		24990 10		26650 2	
MECHANICAL			31428 2	30685 13		25452 31 31490/21203	26252 1		
METALLURGICAL						26500 1			
NUCLEAR						26252 1			
ENGINEERING TECHNOLOGY				37680 1					
AGRIBUSINESS							21193 2		
NATURAL RESOURCES						16305 1	20000 1		
OTHER AGRICULTURAL SCIENC					25000 1		20500 1		
COMPUTER SCIENCE		30830 2		30733 3	21140 3	24850 12	22794 4		24000 2
COMPUTER PROGRAMMING					18412 1	29770 1	18168 1		
INFORMATION SCIENCES & SY				31000 1		19493 1			
HEALTH SCIENCES							16800 1		
NURSING								25516 4	
ARCHITECTURAL & ENVIRONME	32000 1								
BIOLOGICAL		30000 1			19000 1	20060 4	19000 1	12438 1	

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 3 - PAGE 3

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMISTRY		22500 1							
MATHEMATICS				30500 1	20376 8	21821 6			
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					24157 4	25850 2	18360 2	20827 3	28170 2
BUSINESS ADMIN (INCL MGMT	18000 1			20000 1	24800 2	21900 3	28000 1	20700 5	27429 7
DISTRIBUTION MANAGEMENT						23650 1		23533 3	24000 1
ECONOM & FINANCE (BANKING					29004 1	34000 1	30004 1	25500 2	27660 10
HUMAN RSRCS (incl LABOR R				18000 1		24000 1	22500 1		
MARKETING/MARK MGMT (RESR	16000 1						25350 2	25725 4	28571 9
COMMUNICATIONS	18800 1								
JOURNALISM									32000 1
ELEMENTARY EDUCATION				22140 1					
TEXTILES & CLOTHING							28500 1		
MERCHANDISING MANAGEMENT									30500 1
LETTERS (incl English, Li			18000 1						
HUMANITIES - OTHER					22500 1				28280 1
POLITICAL SCIENCE/GOVT		20000 1							
PSYCHOLOGY			16000 1						
SOCIOLOGY			16000 1						
AEROSPACE & AERONAUTICAL					30616 16				32100 1
BIOENGINEERING & BIOMEDIC							31324 1		34600 3
CHEMICAL					30300 1		35580 1		35097 99 38400/34000
CIVIL								27987 9	32957 7
COMPUTER							30225 1		29500 2
ELECTRICAL/ELECTRONIC					30879 18		30762 8	30423 4	34802 9
INDUSTRIAL							30650 4		30700 3

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MECHANICAL	26232 1				30479 14		31130 25 34740/29400	29783 12	33928 37 37200/31000
METALLURGICAL							34000 1		
PETROLEUM									29447 3
ENGINEERING TECHNOLOGY					27730 2		32933 3	33533 3	34000 1
INDUSTRIAL TECHNOLOGY							27000 1		
AGRIBUSINESS						22995 3			
OTHER AGRICULTURAL SCIENC						19405 4			29500 1
COMPUTER SCIENCE					31686 7			26000 4	32350 6
COMPUTER PROGRAMMING							31000 1		
INFORMATION SCIENCES & SY									28000 1
PHARMACY						34832 1			32000 2
ARCHITECTURAL & ENVIRONME								28129 13	
BIOLOGICAL									29200 1
CHEMISTRY									26733 3
MATHEMATICS									28000 1
POLYMER SCIENCE									27000 1
TEXTILE SCIENCE									29000 1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	30000	2	24333	3	26571	7			24925	2			23400	2	28260	5	26980	5
BUSINESS ADMIN (INCL MGMT	27600	1	25850	4	24271	7							29000	1	27000	1	27500	1
ECONOM & FINANCE (BANKING	26500	3	23667	3	23325	4	27125	4					24037	3	25100	5	28000	1
HUMAN RSRCS (incl LABOR R			20400	1	30000	1	21200	1							30000	1	28000	2
MANAGEMENT INFO SYSTEMS	28525	4	24600	1													30500	2
MARKETING/MARK MGMT (RESR	25175	8	22620	10	24785	14	25000	6	20503	2			24667	3			28700	2
ADVERTISING									13400	1								
COMMUNICATIONS	16250	2					19000	2							23500	2		
JOURNALISM	31500	1	23100	1											23250	1		
TELECOMMUN/BROADCASTING					12480	1												
LETTERS (incl English, Li	22000	1													25000	1		
POLITICAL SCIENCE/GOVT	27000	1													27150	2		
PSYCHOLOGY			24000	1											28000	1		
SOCIOLOGY			18600	1														
SOCIAL SCIENCES-OTHER															26500	1		
BIOENGINEERING & BIOMEDIC			32100	1											35400	1		
CHEMICAL			33800	2			35600	2					33500	2	35441 36500/35000	22	36276 39000/35000	37
CIVIL															28000	1	33514	7
COMPUTER	31000	2	29967	3													33500	1
ELECTRICAL/ELECTRONIC	33001	13	31693 39000/30000	60	42000	1			32865	11					34115	13	36700	5
INDUSTRIAL	32640	2	29647	12	33600	2			30180	3			29733	3	33000	1	34900	1
MECHANICAL			32144 35900/30700	52	32000	1			31585	11			31650	2	34466	19	34833	18
METALLURGICAL			35100	1					30807	3					34800	1		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL		MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
TEXTILE													34000	1		
ENGINEERING TECHNOLOG	28000	1	29500	2				21600	1				26600	2		
INDUSTRIAL TECHNOLOGY								24000	1				33300	1	22000	1
OTHER AGRICULTURAL SCIENC											32500	1				
COMPUTER SCIENCE	27476	7	29173	6	26750	2		25750	2				29221	6		
COMPUTER PROGRAMMING	31423	8	30000	1												
INFORMATION SCIENCES & SY	29000	1	29000	1				24000	2						32200	1
CHEMISTRY													32400	1		
MATHEMATICS	24750	2			25200	1							27775	2		
TEXTILE SCIENCE			23000	1											31500	1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING			27950	4					22000	1	27050	2	23100	2
BUSINESS ADMIN (INCL MGMT	25000	1	23000	2	21500	1			24946	16	23250	2	25000	2
DISTRIBUTION MANAGEMENT													20900	1
ECONOM & FINANCE (BANKING	23000	1	24000	1			29400	1	24333	3	24000	1	22250	2
HUMAN RSRCS (incl LABOR R									28041	7				
MARKETING/MARK MGMT (RESR			25200	1	23000	4			25333	3	19750	4	27333	3
ADVERTISING									14000	1				
JOURNALISM	16200	1												
TELECOMMUN/BROADCASTING													20000	1
TEXTILES & CLOTHING									25950	10				
LETTERS (incl English, Li									32000	1				
HISTORY													27000	1
POLITICAL SCIENCE/GOVT			22500	2					26550	2	19000	1		
PSYCHOLOGY									30000	1			18000	2
SOCIAL SCIENCES-OTHER													20000	1
AGRICULTURAL											19000	1		
CHEMICAL	43800	1	35529	7	35600	1	36300	1	35261	15	34773	11	34000	2
CIVIL							28500	1			29850	2	29167	3
COMPUTER					33400	1			27000	1				
ELECTRICAL/ELECTRONIC			33600	1	30943	1	33850	4	34491	11	32666	6	29583	6
INDUSTRIAL			32100	1	32000	1	32000	1	30729	7	30498	2		
MECHANICAL			34686	7	33600	1			34826	16	32898	13	29543	7
METALLURGICAL							29940	5					31267	3

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
TEXTILE					34008 1		33000 1
ENGINEERING TECHNOLOGY		26000 1					
INDUSTRIAL TECHNOLOGY					27500 1		13000 1
AGRIBUSINESS						22500 2	
OTHER AGRICULTURAL SCIENC						19000 1	20000 1
COMPUTER SCIENCE		19500 2	25343 1		32250 2	28427 3	
COMPUTER PROGRAMMING		34008 1					
SYSTEMS ANALYSIS							31500 2
PHARMACY							43667 3
BIOLOGICAL					27250 1	14500 1	21000 2
CHEMISTRY				29000 1		24000 1	
MATHEMATICS							16000 1
TEXTILE SCIENCE					26708 20 29400/25000		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26072 370 34000/22000	18127 21 31644/14520	21667 3	21685 214 36000/18500	25997 19	22475 28 36000/16000	25051 38 34300/18500	30341 45 40000/26400	23500 1
BACHELOR - TECHNICAL	36000 1		21793 6	23214 7	31357 7	31171 17	28965 63 34800/25020	29458 82 38000/25000	29201 23 34320/26000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23525 30 34000/16500	20655 11	19514 14	23395 91 38000/18000	14000 1	20737 240 31200/18000	18750 6	22100 3	16750 4
BACHELOR - TECHNICAL	25441 4			26138 17		22127 11	36400 1	25348 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	29167 3	20500 6	22732 15	23378 12	20578 148 30000/18000	20084 39 30000/16000	19376 26 26600/16500	19668 5	17993 7
BACHELOR - TECHNICAL	32000 1	30192 5	27626 10	31356 73 37680/29000	21520 15	25478 125 36516/20600	24595 25 36000/18528	23972 7	26000 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	17600 3	20000 1	16667 3	20047 3	24717 8	24881 8	24553 8	22969 17	28027 32 38700/24000
BACHELOR - TECHNICAL	26232 1				30689 58 35100/28500	22679 8	31193 46 36000/28000	28917 45 45000/25000	34023 182 39000/30360

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25896 23 32100/20000	23372 25 31500/18600	24667 34 31096/20000	24438 13	20851 5		24657 9	26393 20 35000/23000	28061 13
BACHELOR - TECHNICAL	30736 36 38500/26500	31478 142 39000/29700	31414 7	35600 2	30501 34 37200/24000		31500 8	33705 71 38000/28800	35298 72 40200/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	21400 3	25200 10	22700 5	29400 1	25667 45 32000/22000	22260 10	23107 15
BACHELOR - TECHNICAL	43800 1	32810 20 38500/26000	31814 6	31608 13	31934 75 39500/26000	31015 43 38100/25000	29738 32 47000/22000

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25996 348 34000/22000	24360 74 35000/20000	21620 5						26333 3
BUSINESS ADMIN (INCL MGMT	21700 1	18800 2	22127 15	21832 6					25418 3
ECONOM & FINANCE (BANKING	27308 22 31000/26000	25167 6	20943 67 32000/18000	23241 17	28401 4	24500 2	19000 1	22500 4	27128 37 32000/22000
HUMAN RSRCS (incl LABOR R				20000 1					
MANAGEMENT INFO SYSTEMS	32000 1								
MARKETING/MARK MGMT (RESR	33000 2	16000 1	19827 11	22250 2	19500 1				21916 2
ADVERTISING									16000 1
COMMUNICATIONS			23500 2	26000 2					
FOREIGN LANGUAGES			18500 2					18500 1	
LETTERS (incl English, Li	30500 1		20000 5	21250 2	30000 1				
HUMANITIES - OTHER			18500 1						
HISTORY			22500 2						32000 1
POLITICAL SCIENCE/GOVT	31000 1		20900 5	23750 2				20000 1	30000 1
PSYCHOLOGY		31000 1	18500 3	21000 1				18500 1	
SOCIAL SCIENCES-OTHER			19879 7					18500 1	
BIOENGINEERING & BIOMEDIC									36000 1
INDUSTRIAL		25500 1							
COMPUTER SCIENCE					30000 1				
CHEMISTRY									31250 2
MATHEMATICS				21250 2				26000 1	26000 1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	20250	2	24176	3	19717	6							27500	1	17500	1		
ECONOM & FINANCE (BANKING	24417	6	25336	12	24880	3												
HUMAN RSRCS (incl LABOR R			23133	3	21750	4												
MARKETING/MARK MGMT (RESR	21000	1	24333	3	20350	2									18500	2		
REAL ESTATE			20160	1														
ADVERTISING									16500	2			15600	1	18700	2		
COMMUNICATIONS	26000	1											21000	1	20200	3		
JOURNALISM									16000	1	17000	1			19300	2	16200	1
TELECOMMUN/BROADCASTING					16640	1					12000	1	20000	2	12480	1	19800	2
LETTERS (incl English, Li			26500	2	25000	1									18000	1		
POLITICAL SCIENCE/GOVT			28000	1	38000	1									19000	1		
PSYCHOLOGY															21000	1		
SOCIOLOGY					22000	1												
SOCIAL SCIENCES-OTHER			24500	1														
ELECTRICAL/ELECTRONIC													33500	1				
MATHEMATICS					25700	1												
TEXTILE SCIENCE							27000	1										

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			19300 1						19950 2
BUSINESS ADMIN (INCL MGMT		23700 11	21600 6	18200 1	23850 2		25143 21 32700/20500	16500 1	31000 1
DISTRIBUTION MANAGEMENT				22750 3			22600 3		
ECONOM & FINANCE (BANKING		29250 2	23217 7		30000 1	22500 1	24886 21 34300/21000		23090 9
HUMAN RSRCS (incl LABOR R		25000 1		27500 1			22950 18		
MANAGEMENT INFO SYSTEMS							32050 2		
MARKETING/MARK MGMT (RESR	23250 4	24914 7	21320 5	24783 6	22000 2	25200 1	23308 94 36000/18000		17400 2
REAL ESTATE							20500 1		
ADVERTISING	15333 6						19861 6	11000 1	
COMMUNICATIONS	15500 1	30000 1	22800 4	15500 1			19542 12	18800 1	
JOURNALISM	14000 1	20000 1					23930 5		
TELECOMMUN/BROADCASTING							18320 2		
HUMAN ECOLOGY (HOME ECONO			25000 1						
TEXTILES & CLOTHING							22500 3		
MERCHANDISING MANAGEMENT			19330 1				30500 1		
FOREIGN LANGUAGES							22400 2	18000 1	
LETTERS (incl English, Li			26167 3				22500 4		
VISUAL & PERFORMING ARTS			27000 3				18500 1		
HUMANITIES - OTHER							25445 4		
CRIMINAL JUSTICE								19000 1	
HISTORY			24000 1				23500 2		
POLITICAL SCIENCE/GOVT			23633 6				23275 8	19800 1	
PSYCHOLOGY			24650 10	13520 1		16000 1	20850 2		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIOLOGY							18600 1		
SOCIAL SCIENCES-OTHER			20000 1		21440 2				
CHEMICAL							34900 4		
COMPUTER							23750 2		
ELECTRICAL/ELECTRONIC					34000 1		28643 7		
INDUSTRIAL							28147 3		
MECHANICAL		34295 4					30901 14		
METALLURGICAL							31467 3		
ENGINEERING TECHNOLOGY							25533 3		
AGRIBUSINESS							28000 1		
OTHER AGRICULTURAL SCIENC							29500 1		
PHARMACY							32000 2		
BIOLOGICAL							26600 2	22000 1	
CHEMISTRY					29000 1		26200 2		
GEOLOGY & GEOLOGICAL SCI							25000 1		
MATHEMATICS			22800 1				22000 1		25200 1
TEXTILE SCIENCE		24000 1					24800 2		

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			19493 1	20000 1					
BUSINESS ADMIN (INCL MGMT			18445 4						23700 2
ECONOM & FINANCE (BANKING	24000 1		23164 3						
HUMAN RSRCS (incl LABOR R									28212 6
MARKETING/MARK MGMT (RESR			17869 2				26000 1		
ELEMENTARY EDUCATION			28000 1						
TEXTILES & CLOTHING							28500 1		28000 1
CRIMINAL JUSTICE		18992 2							
HISTORY			24500 2						
POLITICAL SCIENCE/GOVT			20247 2						
PSYCHOLOGY		18491 1	21000 1						
AEROSPACE & AERONAUTICAL							29305 12		
BIOENGINEERING & BIOMEDIC									34041 3
CHEMICAL			25000 1				36500 1	34400 4	35987 11
CIVIL					27500 1		27835 49 34600/25000	29996 11	32187 6
COMPUTER									30950 2
ELECTRICAL/ELECTRONIC			28375 5				31621 35 38500/29192		32630 33 37500/30200
INDUSTRIAL			23114 3				34100 1		30013 40 34900/25300
MECHANICAL			27000 1				31080 38 37200/26252	34653 3	32482 62 37720/30000
METALLURGICAL									31600 3
ENGINEERING TECHNOLOGY							31775 4		28400 7
INDUSTRIAL TECHNOLOGY									27950 4
OTHER AGRICULTURAL SCIENC									32500 1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY		NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST		ENVIRONMENTAL/	MANUFACTURING/
COMPUTER SCIENCE			25353	1				36000	1		
COMPUTER PROGRAMMING								31000	1		
INFORMATION SCIENCES & SY			19493	1							
ARCHITECTURAL & ENVIRONME								29825	4		
MATHEMATICS			19493	2							

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28020 2		29400 1					29000 1	
MANAGEMENT INFO SYSTEMS	30000 1								24600 1
TELECOMMUN/BROADCASTING									22500 1
TEXTILES & CLOTHING					29000 1				
AEROSPACE & AERONAUTICAL					32350 4	30160 1		32400 1	29850 2
AGRICULTURAL									19000 1
BIOENGINEERING & BIOMEDIC							33000 1	35400 1	32100 1
CHEMICAL					35859 19	26252 1	35316 156 43800/33960	34335 4	34131 7
CIVIL		30906 4			29500 1	24000 1	28200 1	29015 12	31733 3
COMPUTER	31704 2		29778 8	26951 3	28826 2			27000 1	29672 2
ELECTRICAL/ELECTRONIC	31726 17	29788 24 34800/25344	29371 12	32602 12	33588 17	30337 12	33744 5	31659 38 42000/26252	31343 46 40200/25343
INDUSTRIAL	28600 1	30375 4			31400 1	33000 1	30500 2	33000 1	29970 5
MECHANICAL		30713 9	26300 1	29121 4	31074 22 36000/26328	29421 10	34529 15	32500 48 37200/29000	31258 58 38500/26252
METALLURGICAL					31650 2		34550 2	32220 1	28125 4
NUCLEAR								26252 1	
PETROLEUM									29447 3
TEXTILE								34008 1	33500 2
ENGINEERING TECHNOLOGY	31000 1		28000 1	28000 1	32520 2				28200 2
INDUSTRIAL TECHNOLOGY									22000 1
COMPUTER SCIENCE	30750 2		29899 13	32240 1		25020 1			30600 1
COMPUTER PROGRAMMING			32342 4						
ARCHITECTURAL & ENVIRONME								28483 7	26333 3
CHEMISTRY					25750 2	27600 2			

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
MATHEMATICS									30500 1
POLYMER SCIENCE					27000 1				
TEXTILE SCIENCE								31500 1	

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	18250 2	16000 1			20000 1				
ECONOM & FINANCE (BANKING	22500 1								
MARKETING/MARK MGMT (RESR	19413 1								19000 1
PHYSICAL EDUCATION									16000 1
PSYCHOLOGY	13000 1								17012 3
COMPUTER SCIENCE			18000 1					28427 3	
NURSING				25516 4					
PHARMACY						43667 3			
BIOLOGICAL			15219 2						22250 2
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT	20600 1		20000 2		22757 4	23200 3	23917 1		
ECONOM & FINANCE (BANKING	20500 1				23040 1	28100 5	21500 2	32250 1	
HUMAN RSRCS (incl LABOR R	18750 1								
MANAGEMENT INFO SYSTEMS					26381 4	25013 14	25850 6		
MARKETING/MARK MGMT (RESR						18200 1			
TELECOMMUN/BROADCASTING									13000 1
HISTORY				18954 1		28200 1			
POLITICAL SCIENCE/GOVT	16700 1		14400 1		28300 1	31100 1			
PSYCHOLOGY	19000 1	14788 4		17375 2					
SOCIOLOGY		16000 1		18744 1					
COMPUTER					31167 3		36000 1		
ELECTRICAL/ELECTRONIC					31449 5	28500 2	36400 1		
MECHANICAL						25500 2	26000 1		
ENGINEERING TECHNOLOGY						28800 1			
AGRIBUSINESS									21954 5
NATURAL RESOURCES									16305 1
OTHER AGRICULTURAL SCIENC									19833 3
COMPUTER SCIENCE					26757 66 38000/19500	28424 13	28877 12		
COMPUTER PROGRAMMING					29045 16				
INFORMATION SCIENCES & SY					27525 4	26253 19	29500 2		
SYSTEMS ANALYSIS							31750 4		
HEALTH SCIENCES				16800 1					
BIOLOGICAL						27000 1			

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
MATHEMATICS		21000 1			22874 6	28500 4	25700 2	28233 3	

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29000 1		21383 6					
BUSINESS ADMIN (INCL MGMT		26680 5		20956 77 27500/18000					15000 1
DISTRIBUTION MANAGEMENT				22350 4					
ECONOM & FINANCE (BANKING		30514 21 40000/26500		22265 60 34000/18000					
HOTEL/RESTAURANT MGMT.				18000 1					
HUMAN RSRCS (incl LABOR R			23623 13	22946 7					
MANAGEMENT INFO SYSTEMS		32600 5		19000 1					
MARKETING/MARK MGMT (RESR		32300 2	23800 1	20881 66 38000/18000					
REAL ESTATE				12000 1					
ADVERTISING				19750 2					
COMMUNICATIONS			18550 2	20055 11					
JOURNALISM				20750 2			16000 1		12000 1
ELEMENTARY EDUCATION									20609 94 30000/18343
PRE-ELEMENTARY EDUCATION									19816 6
PHYSICAL EDUCATION									20884 9
SPECIAL EDUCATION									20632 18
TEXTILES & CLOTHING				27000 5					19900 1
MERCHANDISING MANAGEMENT				19575 8					
FOREIGN LANGUAGES				20684 2					21000 1
LETTERS (incl English, Li				21833 9			22000 1		20964 7
VISUAL & PERFORMING ARTS									22251 6
HUMANITIES - OTHER		32200 1							22000 1
CRIMINAL JUSTICE				17500 2					22500 1

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HISTORY	20000 1			21400 5					
POLITICAL SCIENCE/GOVT		30000 2	28000 1	21157 7					
PSYCHOLOGY			26500 2	23200 7					18000 1
SOCIOLOGY				22753 3					
SOCIAL SCIENCES-OTHER				26500 1		14000 1			
BIOENGINEERING & BIOMEDIC		34500 2							
CHEMICAL		32980 2		31707 3					
CIVIL		29733 3		27500 2				31000 1	
COMPUTER		29800 1		26252 1					
ELECTRICAL/ELECTRONIC		30675 8		32475 4					
INDUSTRIAL		28667 3		30305 4					
MECHANICAL		28875 4		31860 4					
INDUSTRIAL TECHNOLOGY				13000 1					
AGRIBUSINESS				19600 2					
NATURAL RESOURCES		20000 1							
OTHER AGRICULTURAL SCIENC				19405 4					25000 1
COMPUTER SCIENCE		29500 7			22265 1			31500 1	
COMPUTER PROGRAMMING		32000 1							
INFORMATION SCIENCES & SY		32200 1							
SYSTEMS ANALYSIS		33000 2							
ALLIED HEALTH				22000 1					
PHARMACY								34832 1	
ARCHITECTURAL & ENVIRONME	16515 4	27000 1							

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL		24000 2		19667 3			22745 2		19000 1
CHEMISTRY		27500 2							
MATHEMATICS		31375 4		22567 6	27510 5		23000 1		20376 8
TEXTILE SCIENCE				26977 19					

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26140 376 35000/22000	24265 84 35000/19850	20863 125 32000/18500	22836 33 34000/20000	27184 6	24500 2	19000 1	20688 8	26684 48 32000/22000
BACHELOR - TECHNICAL		25500 1		21250 2	30000 1			26000 1	31125 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	23400 10	24793 26 31000/20400	22225 19		16333 3	14500 2	20820 5	18684 14	18600 3
BACHELOR - TECHNICAL			25700 1	27000 1			33500 1		

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	17875 12	24722 23 38700/20000	23374 49 32000/19330	22436 13	23511 7	21233 3	23303 213 36000/18000	17183 6	22397 14
BACHELOR - TECHNICAL		32236 5	22800 1		31500 2		29153 48 37000/23000	22000 1	25200 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	24000 1	18825 3	21062 16	20000 1			27250 2		27186 9
BACHELOR - TECHNICAL			24789 14		27500 1		30050 146 45000/26000	31751 18	31872 172 37720/27000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	28680 3		29400 1		29000 1			29000 1	23550 2
BACHELOR - TECHNICAL	31472 23 36000/29000	30157 41 36120/26000	29821 39 34800/26252	30895 21 35040/26252	32750 73 39000/27000	29375 29 35900/25020	35095 182 43800/33400	31621 117 42000/26252	30952 142 40200/25343

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	18283 5	16000 1			20000 1				17207 5
BACHELOR - TECHNICAL			16146 3	25516 4		43667 3		28427 3	24833 3

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	19110 5	15030 5	18133 3	18112 4	24789 10	25511 25 31100/20000	24669 9	32250 1	13000 1
BACHELOR - TECHNICAL		21000 1		16800 1	27287 100 38000/19500	27288 42 34800/23040	29666 23 36400/26200	28233 3	20619 9

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	20000 1	30351 37 40000/25500	23632 19	21370 287 38000/18000		14000 1	19000 2		20586 147 30000/18000
BACHELOR - TECHNICAL	16515 4	29842 44 36000/27000		26180 54 34000/19000	26636 6		22830 3	32444 3	20701 10

AVERAGE SALARY OFFERS JULY 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32857 7			35313 24 65500/26000	44233 3	42267 3	29700 2	35450 6	
MBA--TECH				39250 6			34000 4	36200 5	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH		25000 1		38667 3		31960 4			
MBA--TECH	45000 1			42000 1					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	27500 1		35680 5			26699 5	32333 3		38000 1
MBA--TECH			34950 2	41500 1			37900 1		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					36400 1		41850 2	36000 1	42071 4
MBA--TECH							35800 1		39932 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	29500 2	31000 3	42000 3	60000 1				30500 1	36867 3
MBA--TECH		38500 2						40000 1	40650 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	31200 1					47300 2	24600 1
MBA--TECH					45000 2		

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

SOUTHERN REGION (SCPA)

Alabama A&M University
University of Alabama
University of Alabama-Engineering
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt Unviersity - Owen Graduate School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University - Babcock Graduate School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Southern** Region.

The data are based on salary offers made to students graduating between September 1, 1989 and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990, through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	160	1098	$26331	$25975	$30500	$27000	$20195	602	5438	$25756	$26391	$30500	$26000	$20195
BUSINESS ADMIN (INCL MGMT	104	611	22492	23965	27000	21000	18000	295	1874	22240	23529	27240	21400	18000
DISTRIBUTION MANAGEMENT	3	35	20400	24458	*	*	*	13	108	22050	25079	*	*	*
ECONOM & FINANCE (BANKING	76	590	23637	25266	29500	24000	20000	394	2472	24119	25184	30500	24000	18500
HOTEL/RESTAURANT MGMT.	12	89	19167	20484	*	*	*	13	209	19077	20752	*	*	*
HUMAN RSRCS (incl LABOR R	13	36	20675	22885	*	*	*	68	140	23037	23101	28875	23750	18000
MANAGEMENT INFO SYSTEMS	16	124	24595	27176	*	*	*	51	599	26216	27428	32000	27000	20000
MARKETING/MARK MGMT (RESR	75	443	23492	23874	28200	24000	18200	298	1979	22631	23543	28000	22000	18000
REAL ESTATE	+	5	+	25259				3	29	17553	24509		*	*
COMMUNICATIONS														
ADVERTISING	12	39	22042	20981	*	*	*	33	104	19035	20742	24000	18000	14520
COMMUNICATIONS	9	102	21166	21271	*	*	*	51	366	20790	21002	25000	20000	15500
JOURNALISM	4	31	19700	21096	*	*	*	20	134	19488	19488	24200	17800	15500
TELECOMMUN/BROADCASTING	+	8	+	19892				11	73	17533	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	19	224	21423	18689	*	*	*	114	598	20809	18974	24000	20304	18357
PRE-ELEMENTARY EDUCATION	+	12	+	18356				6	39	19816	17507	*	*	*
PHYSICAL EDUCATION	3	23	23333	20918	*	*	*	13	67	21073	19904	*	*	*
SPECIAL EDUCATION	4	37	23517	21843	*	*	*	22	123	21156	20433	22968	20618	20000
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	8	+	21020				1	20	25000	19383	*	*	*
TEXTILES & CLOTHING	3	11	24000	18823	*	*	*	15	144	25327	20662	*	*	*
MERCHANDISING MANAGEMENT	4	41	17007	19113	*	*	*	14	94	19604	19496	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	38	31000	24058	*	*	*	10	76	21167	23607	*	*	*
LETTERS (incl English, Li	9	105	21600	22533	*	*	*	46	262	22329	21566	28000	22000	18500
VISUAL & PERFORMING ARTS	+	51	+	20757				10	119	23301	20588	*	*	*
HUMANITIES - OTHER	2	61	21000	22453	*	*	*	9	165	24053	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	26	19450	21501	*	*	*	8	57	19173	20745	*	*	*
HISTORY	4	65	23400	22860	*	*	*	20	125	23238	22715	28200	23000	18954
POLITICAL SCIENCE/GOVT	8	115	22568	23681	*	*	*	52	265	23335	23677	29000	23050	18500
PSYCHOLOGY	11	116	20202	21024	*	*	*	55	299	20668	20688	27000	20117	15035
SOCIOLOGY	3	38	19741	20113	*	*	*	10	82	20283	20134	*	*	*
SOCIAL SCIENCES-OTHER	8	107	18488	20976	*	*	*	22	230	19701	21627	23000	19350	17200
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	68	30551	30688	*	*	*	23	346	30216	30509	32700	30500	27500
AGRICULTURAL	1	6	26500	30458	*	*	*	2	59	22750	30127	*	*	*
ARCHITECTURAL	5	16	26031	28110	*	*	*	5	73	26031	28916	*	*	*
BIOENGINEERING & BIOMEDIC	+	5	+	25698				9	52	34180	30052	*	*	*
CHEMICAL	73	417	34878	35296	37000	35500	32400	286	2290	35087	35122	37200	35400	33000
CIVIL	25	276	28495	28533	33500	28080	24000	120	1422	28757	28136	33000	28350	25000
COMPUTER	5	108	30064	32343	*	*	*	33	439	29447	31490	32500	30225	26252
ELECTRICAL/ELECTRONIC	108	905	31214	31665	35400	31800	26252	393	3529	31392	31778	35000	31860	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$36000				+	6	+	$30019			
INDUSTRIAL	21	140	$27896	30013	$31400	$28128	$26000	91	995	$29289	30525	$33000	$30000	$25300
MECHANICAL	128	792	31349	31703	36000	31800	26252	428	3587	31580	32064	35600	32070	26252
METALLURGICAL	3	44	31467	31589	*	*	*	18	205	31151	32235	*	*	*
MINING (INCL GEOLOGICAL)	1	4	33036	28383	*	*	*	1	44	33036	29383	*	*	*
NUCLEAR	+	20	+	33302				1	55	26252	31750	*	*	*
PETROLEUM	4	20	33055	33504	*	*	*	7	158	31509	35202	*	*	*
TEXTILE	7	7	33026	33026	*	*	*	10	10	33219	33219	*	*	*
ENGINEERING TECHNOLOGY	10	184	26705	29990	*	*	*	32	483	28337	29318	34000	28000	24000
INDUSTRIAL TECHNOLOGY	9	53	26767	30058	*	*	*	15	116	25847	29235	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	6	17	22964	21448	*	*	*	14	123	22483	21834	*	*	*
ANIMAL SCIENCES	1	13	22200	21436	*	*	*	1	55	22200	19719	*	*	*
PLANT SCIENCES	1	4	17000	19125	*	*	*	1	32	17000	21176	*	*	*
NATURAL RESOURCES	2	8	21000	20032	*	*	*	4	24	19576	19058	*	*	*
OTHER AGRICULTURAL SCIENC	1	7	17000	26829	*	*	*	11	56	21920	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	50	362	28444	30012	33300	30000	23000	175	1382	27983	29804	33000	29000	21500
COMPUTER PROGRAMMING	4	16	21648	26526	*	*	*	26	86	28603	28223	33760	30000	18528
INFORMATION SCIENCES & SY	2	112	23865	29147	*	*	*	29	457	26459	28631	31000	27730	21000
SYSTEMS ANALYSIS	+	3	+	25669				6	17	32167	30556	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	5	53	29106	28219	*	*	*	6	137	27922	27436	*	*	*
HEALTH SCIENCES	3	12	22005	21561	*	*	*	4	40	20704	20827	*	*	*
NURSING	37	126	25560	28330	28080	25000	22000	41	246	25556	28270	28080	25000	22000
PHARMACY	1	47	35600	36811	*	*	*	7	86	37919	36728	*	*	*
SCIENCES														
ACTUARIAL	+	14	+	30757				+	78	+	28267			
ARCHITECTURAL & ENVIRONME	+	27	+	24947				19	106	25828	25125	*	*	*
BIOLOGICAL	10	46	23554	22283	*	*	*	26	108	22468	21800	29200	21200	18000
CHEMISTRY	6	45	27351	25753	*	*	*	17	152	27630	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	23000	25200	*	*	*	2	29	24000	23463	*	*	*
MATHEMATICS	8	103	26938	27883	*	*	*	59	357	24881	27032	30000	24750	19493
PHYSICS	+	16	+	28179				+	58	+	29157			
OTHER PHYSICAL & EARTH SC	+	9	+	21009				1	18	30000	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				1	8	27000	32066	*	*	*
TEXTILE SCIENCE	6	6	27453	27453	*	*	*	30	30	26979	26979	29000	27000	25000
TOTALS	1112	8407						4233	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	99	779	$26592	$26347	$30000	$27000	$24000	475	4114	$26234	$26824	$30500	$26500	$22000
ACCOUNTING (PRIVATE)	59	365	26370	25293	32500	27000	20195	144	1486	25136	25273	30000	25900	20000
COMMERCIAL BANKING (CNSMR	11	54	22755	23914	*	*	*	136	279	21016	21915	24000	21000	18500
COMMERCIAL BANKING (LENDG	5	37	21700	25302	*	*	*	40	302	22615	24171	25000	23000	19500
INVESTMT BANKING (CORP FN	6	44	26417	29555	*	*	*	13	124	27046	29065	*	*	*
INVESTMT BANKNG (M & A)	1	3	26000	24335	*	*	*	3	19	25000	26534	*	*	*
INVESTMT BANKG (REAL EST)	1	5	26000	25525	*	*	*	2	19	22500	25358	*	*	*
INVESTMT BANKG (SALES & T	1	8	18000	22662	*	*	*	10	36	20950	23226	*	*	*
FINANCIAL/TREASURY ANALYS	16	190	24886	25976	*	*	*	68	774	26522	26692	32000	27000	21354
PORTFOLIO MGMT/BROKERAGE	5	18	21800	22394	*	*	*	15	90	22867	23430	*	*	*
UNDERWRITING	3	55	21600	25135	*	*	*	29	212	24463	24012	28000	25000	20000
INSURANCE - CLAIMS	3	75	22293	21879	*	*	*	23	191	22385	22456	26000	22000	18000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	14	18000	18098	*	*	*	2	39	22500	20370	*	*	*
MEDIA PLANNING	1	10	15000	18548	*	*	*	4	31	16000	19795	*	*	*
REPORTING	1	9	20000	16444	*	*	*	3	30	16333	16517	*	*	*
PRODUCTION	+	14	+	24200				6	67	22933	25338	*	*	*
PUBLIC RELATIONS	5	38	20920	20413	*	*	*	19	114	19273	20322	*	*	*
WRITING / EDITING	5	47	23320	21822	*	*	*	8	112	21550	19972	*	*	*
MARKETING														
ADVERTISING	4	40	19375	23681	*	*	*	16	104	18250	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	13	68	23569	26393	*	*	*	41	276	25273	25442	32880	24000	20000
BUYER/MERCHANDISING	7	94	20214	23302	*	*	*	57	551	22976	23021	27000	23000	19000
DISTRIBUTION	8	40	25538	26430	*	*	*	21	158	23618	26152	30000	23400	18000
MARKET RESEARCH	6	59	29457	24320	*	*	*	15	135	26955	25128	*	*	*
PURCHASING	4	15	25500	25413	*	*	*	7	69	23671	24204	*	*	*
SALES	97	588	23706	24475	30000	24500	18000	358	2171	24197	24719	31644	24000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	3	24	21235	21392	*	*	*	10	62	18881	21236	*	*	*
FINANC,TAXA, MONETARY POL	8	33	21935	23768	*	*	*	23	102	22358	23017	26500	21900	17900
ECONOMIC PROGRAMS	3	12	21090	21721	*	*	*	4	28	21818	24373	*	*	*
LAW ENFORCEMENT	1	34	24000	22336	*	*	*	4	67	20119	24037	*	*	*
MILITARY	9	35	25945	22925	*	*	*	39	133	23527	22375	28900	25000	19493
NATIONAL SECURITY	+	6	+	22133				1	15	20000	24459	*	*	*
URBAN / REGIONAL PLANNING	4	16	19450	21773	*	*	*	5	33	21060	23546	*	*	*
ENGINEERING														
BIOENGINEERING	+	46	+	33374				+	107	+	33193			
DESIGN / CONSTRUCT	27	475	29598	30675	34200	30000	24000	175	2007	29948	30096	34200	30000	25800
ENVIRONMENTAL/SANITATION	4	55	29375	29174	*	*	*	22	261	31319	29334	34560	32450	26985
MANUFACTURING/INDUSTRIAL	60	526	29744	31724	34400	30600	24000	241	2160	31168	31948	35580	32000	26200
SYSTEMS / PROGRAMMING	4	88	30500	31039	*	*	*	30	460	31063	31078	34000	31500	27240
POWER SYSTEMS	6	95	30767	31662	*	*	*	47	486	30235	31720	33125	31200	26000
SOFTWARE DESIGN & DEVELOP	7	156	28786	32064	*	*	*	47	503	29658	31802	32240	30100	26200
HARDWARE DESIGN & DEVELOP	5	123	31570	31853	*	*	*	26	417	31025	32303	34200	32620	26252

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	111	$29029	$32109	*	*	*	81	689	$32382	$32283	$37320	$33400	$26300
TESTING	8	55	29179	29755	*	*	*	37	298	29333	30205	33000	30000	25300
PROCESS ENGINEERING	60	279	35031	35339	$37500	$36000	$31200	242	1669	35079	35045	37100	35400	32400
PROJECT ENGINEERING	82	253	31847	31818	35500	32570	26252	200	1383	31701	32130	35500	32400	26252
OTHER ENGINEERING	123	716	31233	31291	36000	32400	26250	267	2835	31026	31333	35100	31800	25343
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	7	21339	19788	*	*	*	8	38	19429	22109	*	*	*
INDUSTRIAL HYGIENE	+	22	+	29409				1	23	16000	28826	*	*	*
MEDICAL TECHNOLOGY	+	14	+	25269				3	40	16146	23950	*	*	*
NURSES / PERSONAL CARE	38	126	25545	26425	28080	25000	22000	42	246	25543	28200	28080	25000	22000
OCCUPATIONAL THERAPY	1	9	30400	24933	*	*	*	2	28	25200	25644	*	*	*
PHARMACIST	1	42	35600	36674	*	*	*	4	68	41650	37466	*	*	*
PHYSICAL THERAPY	4	18	28783	29180	*	*	*	4	60	28783	29309	*	*	*
RESPIRATORY THERAPY	+	3	+	23200				3	11	28427	25030	*	*	*
OTHER HEALTH RELATED	7	50	18245	22964	*	*	*	15	106	19217	21842	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	3	19	20797	22583	*	*	*	8	56	19743	19827	*	*	*
COUNSELING	6	46	18867	16385	*	*	*	12	102	17446	16658	*	*	*
FUNDRAISING / DEVELOPMENT	+	19	+	17893				3	35	18133	16930	*	*	*
SOCIAL WORK	9	40	18114	16994	*	*	*	14	82	18019	17313	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	37	288	26278	28696	32400	26252	20000	147	1232	26863	28589	33000	27350	19473
INFORMATION SYSTEMS	15	135	27145	28913	*	*	*	82	608	26720	28262	32000	27192	21000
SYSTEMS ANALYSIS & DESIGN	24	201	28037	29333	32000	29700	23000	56	689	28165	29539	32000	28900	22000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	28	+	30740				4	123	29238	30222	*	*	*
AGRICULTURE/NAT'L RESOURC	5	32	22940	19888	*	*	*	15	182	20885	20122	*	*	*
ARCHITECTURE	+	12	+	22980				5	35	17212	21993	*	*	*
CONSULTING	12	229	26157	28351	*	*	*	93	987	29569	28679	33000	29800	25000
HUMAN RESRCS /INDUS RELS	8	49	22575	22568	*	*	*	27	172	23319	23233	30000	23800	17200
MANAGEMENT TRAINEE	122	723	21468	22257	25800	20600	18000	463	2459	21957	22269	27500	20900	18000
MATH/STATISTICIANS	2	20	30258	26909	*	*	*	8	49	27541	25451	*	*	*
PARALEGAL	1	31	20000	22006	*	*	*	2	61	17000	20908	*	*	*
RESEARCHERS NON-TECHNICAL	+	16	+	25456				5	47	21298	22480	*	*	*
RESEARCHERS - TECHNICAL	1	27	26252	28073	*	*	*	4	80	30896	27896	*	*	*
TEACHING	30	392	22313	19634	26000	22885	19500	187	1027	20869	19353	24000	20500	18075
TOTALS	1112	8407						4233	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SCPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	20	83	$30231	$29484	$32500	$29820	$28000	68	365	$30114	$29647	$35500	$30000	$26000
MBA--NON-TECH	24	228	35959	36009	40000	35000	30996	117	798	35634	36175	46900	35000	25400
MBA--TECH	2	49	36750	36349	*	*	*	36	174	38542	37737	45000	38000	31000
MS-BUSINESS	+	3	+	27753				2	58	29000	34347	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	31	+	32530				3	246	26902	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	15	+	30646				13	72	29186	31487	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	29700				2	49	36150	33739	*	*	*
MARKETING/MKTNG MGT (RESE	+	11	+	32109				3	90	26604	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	+	9	+	29422				+	17	+	27602			
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	1	16	21000	24987	*	*	*	3	30	23910	25698	*	*	*
ELEMENTARY EDUCATION	+	12	+	24005				8	36	24497	22893	*	*	*
PHYSICAL EDUCATION	+	5	+	23598				1	11	24500	27508	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	10	+	24141				2	37	21684	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	26000	24350	*	*	*
LETTERS	1	5	29900	24920	*	*	*	1	9	29900	22400	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	27802				+	9	+	25399			
HUMANITIES - OTHER	1	1	30000	30000	*	*	*	2	3	25000	24333	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				+	2	+	22500			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				1	47	25000	24169	*	*	*
SOCIOLOGY	+	+	+	+				1	3	17500	20500	*	*	*
SOCIAL SCIENCES - OTHER	+	17	+	27713				3	26	21956	26536	*	*	*

continued

SCPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	28	+	$37713				3	86	$33597	$36114	*	*	*
AGRICULTURAL	+	2	+	41448				+	8	+	37700			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	4	+	36500			
CHEMICAL	2	19	$35750	36512	*	*	*	61	152	38794	37862	$39800	$39000	$36840
CIVIL	1	50	33880	32770	*	*	*	10	242	33268	32366	*	*	*
COMPUTER	4	24	35500	37496	*	*	*	19	55	33385	35748	*	*	*
ELECTRICAL/ELECTRONIC	6	114	37357	37907	*	*	*	39	405	36109	37526	39600	36432	31490
INDUSTRIAL	2	17	31440	33031	*	*	*	6	87	30996	35362	*	*	*
MECHANICAL	6	98	36397	35546	*	*	*	27	346	35518	36506	38700	35760	32000
METALLURGICAL	1	9	39300	36878	*	*	*	1	38	39300	36792	*	*	*
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	1	1	38400	38400	*	*	*	3	19	36630	36728	*	*	*
PETROLEUM	2	3	42600	41400	*	*	*	3	29	42000	38412	*	*	*
TEXTILE	2	2	33510	33510	*	*	*	2	2	33510	33510	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				2	13	31774	25696	*	*	*
HEALTH SCIENCES	+	+	+	+				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				2	13	18000	22839	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	23885				+	11	+	26905			
BIOLOGICAL	+	5	+	22360				+	13	+	27279			
CHEMISTRY	1	2	34500	36660	*	*	*	5	23	32640	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	99	37490	37175	*	*	*	36	266	34717	36849	38700	36000	28000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	3	10	34480	34086	*	*	*	7	63	32555	33644	*	*	*
MATHEMATICS (INCL ACTUARI	1	13	32388	29390	*	*	*	10	45	28569	30069	*	*	*
PHYSICS	+	1	+	41600				3	12	30413	31480	*	*	*
POLYMER	+	+	+	+				1	9	47200	37098	*	*	*
TOTALS	88	1026						507	4048					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	9	81	$42433	$39595	*	*	*	78	397	$43431	$43310	$53000	$41800	$33000
MBA--TECH	2	19	38700	47446	*	*	*	16	115	43285	48191	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	6	64	48917	40320	*	*	*	132	453	46218	45683	57000	45000	35000
MBA--TECH	3	46	41533	46161	*	*	*	51	234	45976	50355	53000	46000	40000
OVER 4 YEARS														
MBA--NON-TECH	6	66	37667	43515	*	*	*	63	341	46615	45883	57000	47000	36000
MBA--TECH	1	49	31000	46586	*	*	*	17	171	53553	51452	*	*	*
TOTALS	27	325						357	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				1	1	$38000	$38000	*	*	*
COMPUTER & INFOR SCIENCES	+	17	+	$55606				+	25	+	54788			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				4	43	31950	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				1	5	26000	30340	*	*	*
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	1	1	$28600	28000	*	*	*	2	2	26000	26000	*	*	*
PSYCHOLOGY	+	7	+	35857				+	13	+	34154			
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	+	5	+	37800				1	10	28200	34200	*	*	*
ENGINEERING														
AEROSPACE	+	2	+	56000				+	6	+	48932			
CHEMICAL	2	45	51780	50392	*	*	*	13	177	52002	50524	*	*	*
CIVIL	+	11	+	45177				1	20	36000	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	+	51	+	53315				+	84	+	53147			
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	1	15	37500	51853	*	*	*	2	40	37567	49887	*	*	*
METALLURGICAL	+	12	+	46867				+	30	+	47296			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				1	16	45000	38912	*	*	*
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	1	40	50400	45258	*	*	*	4	145	48849	45356	*	*	*
GEOLOGICAL SCIENCES	+	3	+	41267				+	14	+	38028			
MATHEMATICS	+	5	+	48704				1	11	28000	42775	*	*	*
PHYSICS	+	6	+	41717				+	17	+	41486			
POLYMER	1	1	45000	45000	*	*	*	2	8	45000	46625	*	*	*
TOTALS	6	261						33	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26143 439 34000/22000		23000 1	22168 22 27600/19600	22000 2	20500 2	28000 1	29000 1	
BUSINESS ADMIN (INCL MGMT	25514 7	17500 1		22434 32 31000/19493	19500 1	23367 3	26933 3	25874 7	21000 2
DISTRIBUTION MANAGEMENT							23800 1		
ECONOM & FINANCE (BANKING	26638 26 31000/25500		22000 1	21721 124 34000/18000	26500 16	26083 6	26675 8	30718 28 40000/26400	
HUMAN RSRCS (incl LABOR R		25000 1		21889 9					
MANAGEMENT INFO SYSTEMS	32000 1			23493 3	26950 1	29050 2	26309 14	29571 7	
MARKETING/MARK MGMT (RESR		23500 2		21765 17	20333 3	24033 6	20988 17	31867 3	
ADVERTISING		17680 12		24000 1		16867 3			
COMMUNICATIONS		15775 4		23700 5	28000 1	24333 3	20000 1		
JOURNALISM		15450 2				16000 2			
TELECOMMUN/BROADCASTING				18000 1		18625 4			
FOREIGN LANGUAGES				18500 3		22000 1			
LETTERS (incl English, Li	30500 1			20563 8	30000 2	20000 1	25000 2		
HUMANITIES - OTHER				18500 1		27000 1		32200 1	
HISTORY			20000 1	22667 3	32000 1	24000 1	28200 1		
POLITICAL SCIENCE/GOVT				21688 8	20000 1		28650 2	30525 4	
PSYCHOLOGY				21000 7					
SOCIAL SCIENCES-OTHER				19706 8					
AEROSPACE & AERONAUTICAL								27500 1	
BIOENGINEERING & BIOMEDIC					36000 1			34500 2	
CHEMICAL								32980 2	
CIVIL								28029 17	26998 17
COMPUTER					36000 1	26500 1	30704 2	31900 2	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ELECTRICAL/ELECTRONIC			32200 1			33911 9	32017 15	29806 20 38000/25000	31965 16
INDUSTRIAL						29500 1		29080 5	30549 3
MECHANICAL			32500 1			32350 2		29831 11	31335 8
ENGINEERING TECHNOLOGY	25800 1						26700 2	26000 1	28000 1
COMPUTER SCIENCE				25500 3	29667 3	30000 2	28634 39 34800/23000	28878 9	24767 3
COMPUTER PROGRAMMING							26156 4	32333 3	
INFORMATION SCIENCES & SY						27100 4	24604 8	29733 3	
SYSTEMS ANALYSIS						32000 2		33000 2	
ARCHITECTURAL & ENVIRONME			16515 4						27000 1
BIOLOGICAL								25500 4	
CHEMISTRY					31250 2			27500 2	
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS	36000 1			22857 7	24500 2	26500 1	27450 8	27931 6	
TEXTILE SCIENCE							27000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	31667 6		19500 1	23613 8		21215 10			
BUSINESS ADMIN (INCL MGMT	19050 4	21733 3	19250 4	21170 19		20843 96 32400/18000		30000 1	
DISTRIBUTION MANAGEMENT						20700 3			
ECONOM & FINANCE (BANKING	24921 17	18200 1	19875 4	25523 30 32000/20000		20938 35 28000/18500	17000 1		35000 1
HOTEL/RESTAURANT MGMT.		18000 3	19400 10						
HUMAN RSRCS (incl LABOR R	21750 2	26000 1	18233 3	22607 25 33000/18000		20600 1	18667 3		
MANAGEMENT INFO SYSTEMS	27963 2			19750 2		19662 3	20000 1		
MARKETING/MARK MGMT (RESR	20860 5	19667 3	21250 2	22241 13		20320 86 26500/18000	21567 3	22100 3	17750 2
REAL ESTATE	20160 1			12000 1					
ADVERTISING	16000 1			18000 1		20250 6			11000 1
COMMUNICATIONS	21000 1	20000 1	15000 1	26000 1		20711 18			
JOURNALISM						20500 3			18300 4
TELECOMMUN/BROADCASTING				16640 2					
PHYSICAL EDUCATION		16000 1							
HUMAN ECOLOGY (HOME ECONO						25000 1			
TEXTILES & CLOTHING						18000 1			
MERCHANDISING MANAGEMENT						18766 13			
FOREIGN LANGUAGES						21389 3			
LETTERS (incl English, Li		22000 1		26000 3		20900 10			23000 1
VISUAL & PERFORMING ARTS						24875 4			
HUMANITIES - OTHER						18000 1			
CRIMINAL JUSTICE				18500 1		18000 3			
HISTORY		23000 1		20000 1		21199 3			18000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING
POLITICAL SCIENCE/GOVT	30000	1	25200	1	29500	3	20000	1	21139	14					
PSYCHOLOGY					26000	1			23024	17	21000	2			
SOCIOLOGY				17472 1	26500	2			18630	2					
SOCIAL SCIENCES-OTHER					24500	1	14000	1							
CIVIL							24000	1							
COMPUTER									17000	1					
ELECTRICAL/ELECTRONIC									24667	3	36400	1	25343	1	
MECHANICAL			36000	1											
ENGINEERING TECHNOLOGY									19333	3					
AGRIBUSINESS									22167	3					
COMPUTER SCIENCE	26133	2			26583	6	32000	1	22102	3			25353	1	
COMPUTER PROGRAMMING	28500	1			27836	1									
INFORMATION SCIENCES & SY	25000	1			26240	5									
ALLIED HEALTH									22000	1					
MATHEMATICS	26000	1			24800	6			20400	2					

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	35000 1			26747 3	17748 2	21345 9	22138 9	22670 2	
BUSINESS ADMIN (INCL MGMT	14300 1		19000 3	20000 1	19436 6	18847 11	17826 5	18000 1	23000 2
DISTRIBUTION MANAGEMENT			22000 1						
ECONOM & FINANCE (BANKING	23333 3		22333 3	24640 5		21529 12			
HUMAN RSRCS (incl LABOR R			25000 1		15500 1		18750 1		
MANAGEMENT INFO SYSTEMS	32000 1	20000 1				24400 2	15000 1		
MARKETING/MARK MGMT (RESR		20000 1	24600 5	23500 2	25401 2	19234 4		17500 2	19413 1
REAL ESTATE	20500 1								
ADVERTISING	22000 1				21500 1				
COMMUNICATIONS			19800 2	20100 1		20195 1			18000 1
JOURNALISM					12000 1				15500 1
TELECOMMUN/BROADCASTING						13000 1	21600 1		
ELEMENTARY EDUCATION					20733 112 30000/18357	28000 1			
PRE-ELEMENTARY EDUCATION					19969 5		19050 1		
PHYSICAL EDUCATION					21496 12				
SPECIAL EDUCATION					21195 21 28000/20000		20350 1		
TEXTILES & CLOTHING					19900 1				
FOREIGN LANGUAGES					21000 1	18000 1			
LETTERS (incl English, Li		22000 2	18000 1		20964 7	23400 1			
VISUAL & PERFORMING ARTS					22251 6				
HUMANITIES - OTHER					22000 1		24000 1		24000 1
CRIMINAL JUSTICE					22500 1	19493 1	19446 2		
HISTORY				18000 1	24000 1	24500 2	18954 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
POLITICAL SCIENCE/GOVT			23550 2			20247 2	18725 4		
PSYCHOLOGY		19000 1	27500 1		18250 2	19250 4	16838 6	14500 2	13709 4
SOCIOLOGY						18744 1		20875 2	
SOCIAL SCIENCES-OTHER		20000 1	22880 1		19500 1		18850 2	21000 1	23000 1
AEROSPACE & AERONAUTICAL						26704 3			
ARCHITECTURAL						27000 1	23585 3		
CHEMICAL				29950 2		26470 7	35000 2		
CIVIL			26971 7	31300 14		25459 12	26674 13		
COMPUTER				32250 4		26462 8			
ELECTRICAL/ELECTRONIC		36800 1		31534 40 34000/29910	33960 1	26594 54 36516/25343			
INDUSTRIAL			27900 2	31700 7		25123 18		26650 2	
MECHANICAL			31428 2	30619 20 33000/28000		25379 47 33000/21201	26252 1		
METALLURGICAL						26500 1			
NUCLEAR						26252 1			
ENGINEERING TECHNOLOGY				37680 1		26252 1			
INDUSTRIAL TECHNOLOGY						27204 1			
AGRIBUSINESS							21193 2		
NATURAL RESOURCES						16305 1	18500 2	25000 1	
OTHER AGRICULTURAL SCIENC					25000 1		18750 2		
COMPUTER SCIENCE		30830 2		31040 5	21140 3	25903 17	21867 6		24000 2
COMPUTER PROGRAMMING					18412 1	29770 1	22784 4		
INFORMATION SCIENCES & SY				31000 1		19493 1			
ALLIED HEALTH								29106 5	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 3

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
HEALTH SCIENCES							19400 2	23000 1	21016 1
NURSING								25520 40 36000/21840	27000 1
ARCHITECTURAL & ENVIRONME	32000 1								
BIOLOGICAL		25250 2			20333 3	20060 4	19900 2	12438 1	
CHEMISTRY		22500 1				24705 1		18700 2	
GEOLOGY & GEOLOGICAL SCI						23000 1			
MATHEMATICS				30500 1	20376 8	23331 7			
OTHER PHYSICAL & EARTH SC									30000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				35000 1	24157 4	25850 2	18360 2	20370 4	28273 6
BUSINESS ADMIN (INCL MGMT	18000 1			20000 1	24800 2	21900 3	22667 3	21000 7	27429 7
DISTRIBUTION MANAGEMENT						22625 2		23533 3	24000 1
ECONOM & FINANCE (BANKING					29004 1	34000 1	29752 2	22143 7	27957 13
HUMAN RSRCS (incl LABOR R				18000 1		24000 1	22500 1		
MANAGEMENT INFO SYSTEMS									30000 1
MARKETING/MARK MGMT (RESR	16000 1					29736 1	25350 2	24580 5	28334 10
COMMUNICATIONS	18800 1								
JOURNALISM									26000 2
ELEMENTARY EDUCATION				22140 1					
TEXTILES & CLOTHING							28500 1		
MERCHANDISING MANAGEMENT									30500 1
FOREIGN LANGUAGES									31000 1
LETTERS (incl English, Li			18000 1						
HUMANITIES - OTHER					22500 1				28280 1
POLITICAL SCIENCE/GOVT		20000 1							
PSYCHOLOGY			16000 1					20500 1	31000 1
SOCIOLOGY			16000 1						
SOCIAL SCIENCES-OTHER	14000 1		16350 2						
AEROSPACE & AERONAUTICAL					30616 16				32100 1
ARCHITECTURAL							32400 1		
BIOENGINEERING & BIOMEDIC							31324 1		34600 3
CHEMICAL					30300 1		35580 1		35003 125 38400/33720

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
CIVIL								27988 10	32957 7
COMPUTER							30225 1		29500 2
ELECTRICAL/ELECTRONIC					31158 23 35100/29640		30680 14	30532 6	34920 11
INDUSTRIAL							31000 5	25500 2	30700 3
MECHANICAL	26232 1				31606 19		31026 45 34740/28500	30094 17	33877 42 37200/31200
METALLURGICAL							34000 1		
PETROLEUM									29447 3
TEXTILE									35893 3
ENGINEERING TECHNOLOGY					27730 2		32933 3	31150 4	34000 3
INDUSTRIAL TECHNOLOGY							27000 1	24000 1	27133 3
AGRIBUSINESS						22074 5			33000 1
ANIMAL SCIENCES						22200 1			
PLANT SCIENCES						17000 1			
OTHER AGRICULTURAL SCIENC						19405 4			29500 1
COMPUTER SCIENCE					31686 7		26160 1	24606 5	32200 9
COMPUTER PROGRAMMING							31000 1		
INFORMATION SCIENCES & SY									28000 1
PHARMACY						34832 1			32000 2
ARCHITECTURAL & ENVIRONME								28129 13	
BIOLOGICAL									30422 2
CHEMISTRY									30640 5
MATHEMATICS									28000 1
POLYMER SCIENCE									27000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 4 - PAGE 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
TEXTILE SCIENCE									29000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	30000 2	26500 7	27000 9		24925 2		23400 2	28050 6	27305 21 32500/26500
BUSINESS ADMIN (INCL MGMT	27600 1	25800 5	23560 10	27000 1			29000 1	27000 1	26125 4
ECONOM & FINANCE (BANKING	24875 4	23667 3	23233 6	25800 5			24037 3	25357 7	26500 3
HUMAN RSRCS (incl LABOR R		20400 2	30000 1	21200 1				30000 1	28125 4
MANAGEMENT INFO SYSTEMS	28525 4	25680 2							30500 2
MARKETING/MARK MGMT (RESR	24855 11	24753 14	25300 22 35000/22000	24357 7	20503 2		24667 3	25333 3	27164 7
ADVERTISING		25000 1			13400 1				
COMMUNICATIONS	16250 2	14700 1		19000 2				23500 2	
JOURNALISM	31500 1	23100 1						23250 1	
TELECOMMUN/BROADCASTING			12480 1						
LETTERS (incl English, Li	22000 1	25000 1						25000 1	
POLITICAL SCIENCE/GOVT	27000 1							27150 2	
PSYCHOLOGY		24000 1						28000 1	
SOCIOLOGY		18600 1							
SOCIAL SCIENCES-OTHER								26500 1	
AGRICULTURAL		26500 1							
BIOENGINEERING & BIOMEDIC		32100 1						35400 1	
CHEMICAL		33157 5	34200 2	36067 6			33500 2	35444 23 36500/35000	36359 54 39000/35000
CIVIL		26000 1						28000 1	33697 14
COMPUTER	31000 2	30224 5							33500 1
ELECTRICAL/ELECTRONIC	32834 15	31844 72 39000/30000	38880 2		32835 15			34167 15	36817 7
INDUSTRIAL	32640 2	29782 13	33600 2	33000 1	30180 3		29733 3	33000 1	34900 1
MECHANICAL	33600 1	32217 60 35900/30700	33500 2		31673 17	31200 1	31767 3	34427 21 37720/33240	35097 31 38500/34000

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
METALLURGICAL			35100	1					31105	4					34800	1		
MINING (INCL GEOLOGICAL)											33036	1						
PETROLEUM																	33055	4
TEXTILE															34000	1		
ENGINEERING TECHNOLOGY	30000	2	29500	2					23300	2					26600	2		
INDUSTRIAL TECHNOLOGY			30000	1					23000	2					33300	1	22000	1
OTHER AGRICULTURAL SCIENC													32500	1				
COMPUTER SCIENCE	26292	8	29630	8	26750	2	33900	1	25750	2					29332	7	31226	4
COMPUTER PROGRAMMING	31423	8	30000	1														
INFORMATION SCIENCES & SY	29000	1	29000	1					24000	2							32200	1
BIOLOGICAL									21600	1								
CHEMISTRY															32400	1	29000	1
MATHEMATICS	24750	2			25200	1									27775	2	33500	1
TEXTILE SCIENCE			23000	1													31500	1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING		27950 4			24500 2	27950 4	21428 5
BUSINESS ADMIN (INCL MGMT	25000 1	23000 2	21500 1		25068 20 28020/22000	25114 7	30944 4
DISTRIBUTION MANAGEMENT							19450 2
ECONOM & FINANCE (BANKING	23000 1	24000 1		29400 1	23646 5	24366 5	25020 5
HUMAN RSRCS (incl LABOR R					27536 8		
MANAGEMENT INFO SYSTEMS							27500 1
MARKETING/MARK MGMT (RESR	15500 1	27600 2	22400 5		25500 5	22124 8	24329 7
ADVERTISING	30000 1				14000 1	25000 1	24000 1
COMMUNICATIONS					32000 1		22000 1
JOURNALISM	16200 1						18600 1
TELECOMMUN/BROADCASTING							20000 1
TEXTILES & CLOTHING					26125 12		
LETTERS (incl English, Li					32000 1		16000 1
HISTORY			31000 1				27000 1
POLITICAL SCIENCE/GOVT		22500 2			26550 2	19000 1	
PSYCHOLOGY					30000 1		18000 2
SOCIAL SCIENCES-OTHER							20000 1
AEROSPACE & AERONAUTICAL						32700 2	
AGRICULTURAL						19000 1	
CHEMICAL	43800 1	35529 7	35600 1	35433 3	35583 17	35175 23 38100/33400	34000 2
CIVIL				28500 1		29850 2	29167 3
COMPUTER			33400 1		27000 1	30100 1	
ELECTRICAL/ELECTRONIC		33600 1	30943 1	33017 6	34546 13	32409 22 37000/29900	30475 8

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
INDUSTRIAL		32100 1	32000 1	32000 2	30151 9	29424 4	
MECHANICAL		34686 7	32400 2		33334 23 37000/29120	32549 33 38400/29640	29460 10
METALLURGICAL				29950 6		32400 1	31267 3
TEXTILE					31502 5		33000 1
ENGINEERING TECHNOLOGY	26000 1	26000 1					
INDUSTRIAL TECHNOLOGY					27933 3		13000 1
AGRIBUSINESS						22500 2	17500 1
OTHER AGRICULTURAL SCIENC						19000 1	20000 1
COMPUTER SCIENCE		19500 2	29172 2		32250 2	30611 7	32000 1
COMPUTER PROGRAMMING		34008 1					
SYSTEMS ANALYSIS							31500 2
PHARMACY							41650 4
BIOLOGICAL					27250 1	23250 2	20500 4
CHEMISTRY				29000 1		24000 1	
MATHEMATICS					28128 1		16000 1
TEXTILE SCIENCE					26880 26 30000/25116		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26183 474 34000/22000	17985 22 31644/14520	21667 3	21753 252 36000/18500	25552 28 34000/19500	22657 35 36000/16000	24532 50 34300/18000	29944 51 40000/26400	21000 2
BACHELOR - TECHNICAL	30900 2		21793 6	23650 10	30278 9	31127 22 38500/27900	28606 79 34800/23000	29279 90 38000/25000	29341 50 34320/24960

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24518 40 34000/16500	20538 16	19218 26 23000/18000	23232 114 38000/18000	17000 2	20753 333 32400/18000	19970 10	24075 4	19570 10
BACHELOR - TECHNICAL	26353 5	36000 1		25963 18	28000 2	21600 16	36400 1	25348 2	

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24225 8	20500 6	22454 20 27500/18000	23734 13	20775 184 30000/18000	20582 53 30000/16000	19388 35 26600/15600	19009 10	18250 11
BACHELOR - TECHNICAL	32000 1	28577 6	27951 11	31338 95 37680/29000	21459 17	25637 187 36516/21200	23887 39 36000/18528	25336 52 36000/21840	25203 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	16700 4	20000 1	16540 5	23785 4	24717 8	25039 10	24175 11	22129 27 29000/20000	28073 44 38700/24000
BACHELOR - TECHNICAL	26232 1				31096 68 40000/28500	21835 12	31029 75 36000/27000	28672 58 45000/24180	34008 230 43500/30120

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25467 27 32100/18000	24477 39 31500/18600	24839 49 35000/20000	24106 16	20851 5		24657 9	26263 26 35000/23250	27343 41 32500/25500
BACHELOR - TECHNICAL	30576 41 38500/26500	31547 173 39000/29700	32642 11	35413 8	30409 48 40800/24000	32118 2	31556 9	33710 77 38000/28800	35162 121 40200/32400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	21940 5	25636 11	23500 7	29400 1	25707 58 32000/22000	24247 26 33500/20000	23525 33 44400/18000
BACHELOR - TECHNICAL	34900 2	32810 20 38500/26000	31886 8	31874 19	31476 101 39999/26000	32051 102 38400/28500	29305 42 47000/20000

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32250 8			35500 25 65500/26000	44233 3	39340 5	29700 2	35814 7	
MBA--TECH				39250 6			34000 4	36200 5	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH		25000 1		38667 3		33494 9			
MBA--TECH	45000 1			42000 1					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	27500 1		39067 6			26699 5	32333 3	30000 1	38000 1
MBA--TECH			34950 2	41500 1			37900 1	35000 1	

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH					36400 1		41850 2	36000 1	38035 8
MBA--TECH					38500 1		35800 1		39932 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	29500 2	31000 3	42000 3	60000 1				30500 1	36867 3
MBA--TECH		38500 2						40000 1	40650 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH	31200 1					38178 9	33550 2
MBA--TECH					45000 2		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26126 442 34000/22000	25286 124 35000/20000	22833 9						26750 8
BUSINESS ADMIN (INCL MGMT	24700 3	22025 4	22213 16	22374 8					24126 6
ECONOM & FINANCE (BANKING	27191 25 31000/25500	24875 12	20994 73 32000/18000	23200 18	27321 5	25000 3	22500 2	22500 4	26560 42 32100/22000
HUMAN RSRCS (incl LABOR R				20000 1					
MANAGEMENT INFO SYSTEMS	32000 1								
MARKETING/MARK MGMT (RESR	33000 2	20500 2	19827 11	20500 3	22000 2			18000 1	21916 2
ADVERTISING									16000 1
COMMUNICATIONS			23500 2	26000 2	28000 1				
FOREIGN LANGUAGES			18500 2					18500 1	
LETTERS (incl English, Li	30500 1		20000 5	21250 2	30000 2				
HUMANITIES - OTHER			18500 1						
HISTORY			22500 2						32000 1
POLITICAL SCIENCE/GOVT	31000 1		20900 5	23750 2				20000 1	30000 1
PSYCHOLOGY		31000 1	18500 3	21000 2				18500 1	
SOCIAL SCIENCES-OTHER			19679 7					18500 1	
BIOENGINEERING & BIOMEDIC									36000 1
CIVIL									27637 3
INDUSTRIAL		25500 1							
COMPUTER SCIENCE					30000 2				
CHEMISTRY									31250 2
MATHEMATICS				21250 2	23000 1			26000 1	26000 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	18833	3	24707	4	19717	6					20000	1	27500	1	17500	1		
ECONOM & FINANCE (BANKING	23722	9	25336	12	26660	4											35000	1
HUMAN RSRCS (incl LABOR R			21580	5	20676	5												
MARKETING/MARK MGMT (RESR	23500	2	24333	3	20350	2									18500	2		
REAL ESTATE			20160	1														
ADVERTISING									16000	3			15600	1	18700	2		
COMMUNICATIONS	26000	1											21000	1	19650	4		
JOURNALISM									16000	1	17000	1			19300	4	18800	3
TELECOMMUN/BROADCASTING					16640	1					12000	1	20000	2	12480	1	19800	2
LETTERS (incl English, Li			26500	2	25000	1									18000	1	20700	2
HUMANITIES - OTHER							18000	1										
CRIMINAL JUSTICE					18500	1												
POLITICAL SCIENCE/GOVT			28000	1	38000	1									21500	2		
PSYCHOLOGY															21000	1		
SOCIOLOGY					22000	1												
SOCIAL SCIENCES-OTHER			24500	1														
ELECTRICAL/ELECTRONIC													33500	1				
COMPUTER SCIENCE															24000	1		
MATHEMATICS					25700	1												
TEXTILE SCIENCE							27000	1										

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION		COUNSELING		FUNDRAISING /		SOCIAL WORK		COMPUTER PROGR		INFORMATION SY		SYSTEMS ANALYS		ACTUARIAL		AGRICULTURE/NA	
ACCOUNTING													19000	1				
BUSINESS ADMIN (INCL MGMT	20398	2	18050	2	20000	2	15600	1	24255	6	24316	5	24539	3				
ECONOM & FINANCE (BANKING	20500	1							23040	1	28100	5	21500	2	32250	1		
HUMAN RSRCS (incl LABOR R	18750	1																
MANAGEMENT INFO SYSTEMS									25723	9	24721	18	26789	9				
MARKETING/MARK MGMT (RESR											17100	2						
COMMUNICATIONS	20195	1																
TELECOMMUN/BROADCASTING																	13000	1
CRIMINAL JUSTICE			20400	1														
HISTORY							18954	1			28200	1						
POLITICAL SCIENCE/GOVT	16700	1			14400	1			28300	1	31100	1						
PSYCHOLOGY	19000	1	15475	6			17375	2										
SOCIOLOGY			16000	1			19492	4										
SOCIAL SCIENCES-OTHER			23000	1			17640	5										
COMPUTER									30000	4			34250	2				
ELECTRICAL/ELECTRONIC									31449	5	30200	3	36400	1				
MECHANICAL											25500	2	26000	1				
ENGINEERING TECHNOLOGY									24600	3	28800	1	32000	1				
AGRIBUSINESS																	23539	7
ANIMAL SCIENCES																	22200	1
PLANT SCIENCES																	17000	1
NATURAL RESOURCES																	16305	1
OTHER AGRICULTURAL SCIENC																	19833	3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
COMPUTER SCIENCE					27013 86 38000/19500	29122 19	28549 27 33300/26000		
COMPUTER PROGRAMMING					27565 20 34008/18412				
INFORMATION SCIENCES & SY					26305 6	26253 19	29500 2		
SYSTEMS ANALYSIS							31750 4		
HEALTH SCIENCES	22000 1			16800 1					
BIOLOGICAL						27000 2			20500 1
MATHEMATICS		21000 1			22874 6	28500 4	26933 3	28233 3	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29000 1		21328 7					
BUSINESS ADMIN (INCL MGMT		26700 7	22000 2	20889 121 32400/18000					17500 2
DISTRIBUTION MANAGEMENT				22200 5					
ECONOM & FINANCE (BANKING		30264 25 40000/25000		22088 79 34000/18000					
HOTEL/RESTAURANT MGMT.				19077 13					
HUMAN RSRCS (incl LABOR R			24000 16	22390 8					15500 1
MANAGEMENT INFO SYSTEMS		32600 5		19194 2					
MARKETING/MARK MGMT (RESR		32300 2	23800 1	20959 78 38000/18200					25401 2
REAL ESTATE				12000 1					
ADVERTISING				20583 6					
COMMUNICATIONS		15000 1	18550 2	20323 13					
JOURNALISM				20750 2			16000 1		12000 1
ELEMENTARY EDUCATION									20798 110 30000/18343
PRE-ELEMENTARY EDUCATION									19816 6
PHYSICAL EDUCATION									21496 12
SPECIAL EDUCATION									21156 22 28000/20000
TEXTILES & CLOTHING				27000 6					19900 1
MERCHANDISING MANAGEMENT				19286 11					
FOREIGN LANGUAGES				20684 2					21000 1
LETTERS (incl English, Li		21000 1	18500 1	21727 11			22000 1		20964 7
VISUAL & PERFORMING ARTS									22251 6
HUMANITIES - OTHER		32200 1							22000 1
CRIMINAL JUSTICE				17500 2					22500 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
HISTORY	20000 1			21266 6					24000 1
POLITICAL SCIENCE/GOVT		30000 2	28000 1	22013 11		20000 1			
PSYCHOLOGY			26500 2	22588 8					18000 1
SOCIOLOGY				22753 3					
SOCIAL SCIENCES-OTHER			17200 1	26500 1		14000 1			19500 1
BIOENGINEERING & BIOMEDIC		34500 2							
CHEMICAL		32980 2		31707 3					
CIVIL		29733 3		27500 2				31000 1	
COMPUTER		29800 1		26252 1					
ELECTRICAL/ELECTRONIC		30211 9		32460 5				26252 1	
INDUSTRIAL		28667 3		30305 4					
MECHANICAL		29083 6		30478 6					
TEXTILE				25500 1					
INDUSTRIAL TECHNOLOGY			24000 1	13000 1					
AGRIBUSINESS				20121 4					
NATURAL RESOURCES		20000 1							
OTHER AGRICULTURAL SCIENC				19405 4					25000 1
COMPUTER SCIENCE		29500 7			22265 1			31500 1	
COMPUTER PROGRAMMING		32000 1							
INFORMATION SCIENCES & SY		32200 1							
SYSTEMS ANALYSIS		33000 2							
ALLIED HEALTH				22000 1					
PHARMACY								34832 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ARCHITECTURAL & ENVIRONME	16515 4	27000 1							
BIOLOGICAL		24000 2		19667 3			22745 2		22000 2
CHEMISTRY		27500 2							
MATHEMATICS		29718 5		22771 7	28295 7		23000 1		20376 8
TEXTILE SCIENCE				27091 25 30000/25200					

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26234 475 35000/22000	25133 143 35000/20000	21016 136 32000/18500	22687 38 34000/20000	26860 10	25000 3	22500 2	20389 9	26166 61 32100/21354
BACHELOR - TECHNICAL		25500 1		21250 2	27667 3			26000 1	29630 7

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22867 15	24463 29 31000/20000	22235 22 38000/18000	18000 1	16000 4	16333 3	20820 5	19010 18	21550 8
BACHELOR - TECHNICAL			25700 1	27000 1			33500 1	24000 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18250 16	24043 35 38700/20000	22979 56 32000/19000	23924 20 33500/18000	25634 12	23671 7	23316 302 36000/18000	17871 7	22229 22 34000/17900
BACHELOR - TECHNICAL		32447 6	22800 1	17500 1	32240 3		28945 56 37000/22000	21235 3	25200 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	21818 4	20119 4	21235 17	20000 1			27250 2		26515 11
BACHELOR - TECHNICAL			25298 22 30396/21000		21060 5		29980 173 45000/25800	31319 22 36000/26985	31390 230 37720/26200

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	28680 3		29400 1		29000 1			33000 3	29000 5
BACHELOR - TECHNICAL	31328 27 36000/28600	30235 47 36120/26000	29664 46 34800/26200	31025 26 36780/26252	32424 80 39000/26252	29333 37 35900/25300	35079 242 43800/32400	31681 197 42000/26252	31065 262 40200/25343

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	18569 6	16000 1			20000 1				17813 12
BACHELOR - TECHNICAL	22008 2		16146 3	25543 42 36000/22000	30400 1	41650 4	28783 4	28427 3	24833 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	19420 7	17123 11	18133 3	18113 13	25198 17	25017 32 31100/19500	25114 15	32250 1	13000 1
BACHELOR - TECHNICAL	22000 1	21000 1		16800 1	27081 130 38000/19000	27810 50 34800/23000	29281 41 36400/26000	28233 3	21448 14

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL	20000 1	29518 45 40000/25000	23292 26 36000/17200	21235 396 38000/18000		17000 2	19000 2		20855 176 30000/18075
BACHELOR - TECHNICAL	16515 4	29618 48 36000/24000	24000 1	26224 67 34000/19385	27541 8		22830 3	30896 4	21092 11

A3940-1.64

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990, through February 8, 1990) and cumulatively (September 1, 1989, and February 8, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 1/10/90/ THROUGH 2/8/90

CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	5	647	$25880	$27070	*	*	*	108	1187	$25773	$26548	$29500	$26000	$21000
BUSINESS ADMIN (INCL MGMT	2	57	22428	22347	*	*	*	23	243	20943	21855	25500	20800	18000
DISTRIBUTION MANAGEMENT	+	8	+	25200				+	18	+	24489			
ECONOM & FINANCE (BANKING	+	95	+	23479				26	238	24104	23281	27500	24500	20000
HOTEL/RESTAURANT MGMT.	8	8	19100	19100	*	*	*	9	27	19422	19873	*	*	*
HUMAN RSRCS (incl LABOR R	+	18	+	24153				+	30	+	23762			
MANAGEMENT INFO SYSTEMS	1	27	28000	27245	*	*	*	2	92	21500	27064	*	*	*
MARKETING/MARK MGMT (RESR	1	117	19000	23402	*	*	*	20	316	21200	22748	25000	20550	18000
REAL ESTATE	+	7	+	24880				+	9	+	25484			
COMMUNICATIONS														
ADVERTISING	+	3	+	21548				+	9	+	19227			
COMMUNICATIONS	+	25	+	20684				1	69	22000	20150	*	*	*
JOURNALISM	+	5	+	18540				+	22	+	16440			
TELECOMMUN/BROADCASTING	+	3	+	17593				+	8	+	20715			
EDUCATION														
ELEMENTARY EDUCATION	+	38	+	20445				15	157	19309	19048	*	*	*
PRE-ELEMENTARY EDUCATION	+	2	+	16374				+	7	+	14742			
PHYSICAL EDUCATION	+	2	+	15850				2	18	17425	19829	*	*	*
SPECIAL EDUCATION	+	9	+	18628				3	28	18967	19240	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	25000				3	31	17727	18519	*	*	*
TEXTILES & CLOTHING	+	18	+	20219				3	28	24000	20269	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	20000				+	24	+	18032			
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	21250				+	4	+	19439			
LETTERS (incl English, Li	+	7	+	19325				+	34	+	18543			
VISUAL & PERFORMING ARTS	+	5	+	20815				4	27	18375	19091	*	*	*
HUMANITIES - OTHER	+	18	+	19911				+	27	+	20937			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19747				+	6	+	20999			
HISTORY	+	2	+	20877				+	5	+	20951			
POLITICAL SCIENCE/GOVT	+	3	+	18567				+	24	+	20561			
PSYCHOLOGY	+	9	+	20771				+	30	+	18459			
SOCIOLOGY	+	1	+	24000				+	6	+	20332			
SOCIAL SCIENCES-OTHER	+	2	+	16500				+	11	+	17939			
ENGINEERING														
AEROSPACE & AERONAUTICAL	22	24	30374	30450	$33000	$30900	$27500	29	46	30181	30616	33000	30800	27000
AGRICULTURAL	+	+	+	+				+	3	+	27999			
ARCHITECTURAL	11	11	30856	30856	*	*	*	14	14	29937	29937	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	2	+	28000			
CHEMICAL	33	125	35013	35174	36500	35000	33600	50	232	34316	34955	36200	34860	31008
CIVIL	47	94	28507	28620	33000	28200	24000	67	236	27900	27558	33000	27000	22582
COMPUTER	+	10	+	31140				1	31	28800	30994	*	*	*
ELECTRICAL/ELECTRONIC	116	232	31594	31508	34000	32000	29000	134	499	31682	31283	34000	32000	29000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	4	26	$33780	$29958	*	*	*	7	145	$31474	$30717	*	*	*
MECHANICAL	71	219	32120	32178	$35400	$32500	$28000	100	525	32184	32030	$36000	$32540	$27872
METALLURGICAL	+	5	+	33984				+	35	+	32139			
MINING (INCL GEOLOGICAL)	+	10	+	26638				+	16	+	28961			
NUCLEAR	+	3	+	32560				+	10	+	30060			
PETROLEUM	10	18	37560	35906	*	*	*	14	42	36636	35866	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	24	37	28865	28417	32500	30000	24000	24	72	28865	29255	32500	30000	24000
INDUSTRIAL TECHNOLOGY	+	17	+	25000				+	19	+	24526			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	11	+	21990				+	20	+	22174			
ANIMAL SCIENCES	+	8	+	17411				+	11	+	17571			
PLANT SCIENCES	+	1	+	20000				+	3	+	21000			
NATURAL RESOURCES	+	2	+	16000				+	3	+	18000			
OTHER AGRICULTURAL SCIENC	+	9	+	24556				+	11	+	23738			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	88	28200	30020	*	*	*	14	209	27827	29003	*	*	*
COMPUTER PROGRAMMING	+	4	+	28150				+	9	+	27181			
INFORMATION SCIENCES & SY	+	44	+	28952				21	88	27483	27874	29900	27500	25000
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	31860				3	10	18133	22399	*	*	*
HEALTH SCIENCES	+	+	+	+				6	12	22167	21711	*	*	*
NURSING	+	1	+	27000				+	8	+	25650			
PHARMACY	+	5	+	37787				+	10	+	34905			
SCIENCES														
ACTUARIAL	+	2	+	27650				+	5	+	30180			
ARCHITECTURAL & ENVIRONME	+	+	+	+				4	4	17663	17663	*	*	*
BIOLOGICAL	+	4	+	22750				+	17	+	21874			
CHEMISTRY	+	10	+	27896				1	17	30504	26427	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	3	+	23000				+	7	+	21214			
MATHEMATICS	+	11	+	22039				3	43	21733	22817	*	*	*
PHYSICS	+	2	+	26550				+	5	+	25602			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	18000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	356	2180						712	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	4	539	$26100	$27006	*	*	*	89	962	$26445	$26730	$29600	$26004	$25000
ACCOUNTING (PRIVATE)	+	106	+	26959				20	236	22894	25396	26060	23350	18200
COMMERCIAL BANKING (CNSMR	+	7	+	19415				3	22	25667	20032	*	*	*
COMMERCIAL BANKING (LENDG	+	17	+	22571				5	38	25900	22399	*	*	*
INVESTMT BANKING (CORP FN	+	4	+	30400				1	8	25000	27720	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	1	21334	21334	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				+	3	+	27000			
INVESTMT BANKG (SALES & T	+	1	+	30000				+	1	+	30000			
FINANCIAL/TREASURY ANALYS	+	35	+	27514				5	76	24100	26295	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	2	+	21900				+	6	+	20767			
UNDERWRITING	+	11	+	22136				3	31	20538	21888	*	*	*
INSURANCE - CLAIMS	+	6	+	20967				4	23	23950	21349	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				+	6	+	17630			
MEDIA PLANNING	+	1	+	16000				+	6	+	20739			
REPORTING	+	1	+	16200				+	4	+	15740			
PRODUCTION	+	2	+	27700				+	11	+	25856			
PUBLIC RELATIONS	+	3	+	16493				+	15	+	18961			
WRITING / EDITING	+	2	+	15700				+	10	+	18560			
MARKETING														
ADVERTISING	+	4	+	20010				+	10	+	18054			
BRAND/PRODUCT MANAGEMENT	1	7	26400	23057	*	*	*	1	34	26400	23702	*	*	*
BUYER/MERCHANDISING	+	49	+	21249				4	76	24000	22298	*	*	*
DISTRIBUTION	1	8	19000	23900	*	*	*	1	17	19000	23495	*	*	*
MARKET RESEARCH	+	3	+	23667				+	6	+	23960			
PURCHASING	+	7	+	25731				+	10	+	24431			
SALES	1	114	33200	24914	*	*	*	10	312	26170	24464	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21667				+	11	+	19658			
FINANC,TAXA, MONETARY POL	1	3	25000	22890	*	*	*	1	9	25000	23741	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	1	+	18000			
LAW ENFORCEMENT	+	1	+	19493				+	3	+	20664			
MILITARY	+	5	+	26437				+	32	+	22293			
NATIONAL SECURITY	+	1	+	32700				+	1	+	32700			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	5	5	25010	25010	*	*	*	5	5	25010	25010	*	*	*
DESIGN / CONSTRUCT	82	131	30366	30212	$34200	$31000	$25300	103	332	29747	29845	34100	30600	24793
ENVIRONMENTAL/SANITATION	10	11	29059	28418	*	*	*	14	25	27464	27890	*	*	*
MANUFACTURING/INDUSTRIAL	43	146	34093	32231	37000	34400	31000	60	385	33501	31859	37000	34200	28667
SYSTEMS / PROGRAMMING	26	35	31368	30222	33400	32000	28000	32	70	30782	30682	33200	31000	27600
POWER SYSTEMS	5	19	30356	30244	*	*	*	10	67	30388	31335	*	*	*
SOFTWARE DESIGN & DEVELOP	18	37	32085	31672	*	*	*	19	67	32196	31252	*	*	*
HARDWARE DESIGN & DEVELOP	19	26	32143	32690	*	*	*	20	56	32136	31737	33500	32200	30000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	31	50	$31921	$31729	$35500	$31200	$30000	35	128	$31429	$31079	$35500	$31200	$28000
TESTING	15	32	29773	29898	*	*	*	23	70	29971	30120	32275	30680	26500
PROCESS ENGINEERING	34	112	33916	34606	37104	34675	30200	50	207	33746	34397	37000	34500	30000
PROJECT ENGINEERING	22	127	30922	31691	33940	31150	28200	29	247	31896	32051	35500	32000	28200
OTHER ENGINEERING	24	90	30344	30699	34000	31470	25000	36	217	31431	30625	37300	31900	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	25555				4	14	17021	21283	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	18000				4	9	25000	21690	*	*	*
NURSES / PERSONAL CARE	+	1	+	27000				+	8	+	24475			
OCCUPATIONAL THERAPY	+	+	+	+				+	3	+	25346			
PHARMACIST	+	5	+	37787				+	6	+	36522			
PHYSICAL THERAPY	+	+	+	+				+	+	+	+			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	2	+	17518				4	16	18125	19832	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	16567				+	6	+	15947			
COUNSELING	+	2	+	20225				+	15	+	15743			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	1	+	18954				+	10	+	17262			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	1	87	28200	28660	*	*	*	28	181	27311	27717	29636	28325	25000
INFORMATION SYSTEMS	+	17	+	27955				3	87	24100	26847	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	38	+	30159				3	96	27888	29160	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	28433				+	8	+	29675			
AGRICULTURE/NAT'L RESOURC	+	24	+	19799				1	35	18000	19905	*	*	*
ARCHITECTURE	+	+	+	+				4	5	17663	18130	*	*	*
CONSULTING	4	34	30375	28418	*	*	*	13	81	25988	27118	*	*	*
HUMAN RESRCS /INDUS RELS	+	10	+	24850				1	25	19493	23027	*	*	*
MANAGEMENT TRAINEE	9	122	19028	20705	*	*	*	39	389	19912	20684	22500	19500	18000
MATH/STATISTICIANS	+	1	+	25500				+	7	+	22184			
PARALEGAL	+	1	+	20000				+	3	+	19333			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	1	+	25000			
RESEARCHERS - TECHNICAL	+	1	+	18000				+	6	+	23020			
TEACHING	+	60	+	19802				24	282	19087	18890	21500	18950	16350
TOTALS	356	2180						712	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	6	+	$27983				59	80	$30842	$30160	$34500	$32000	$25500
MBA--NON-TECH	+	29	+	35141				18	71	31229	32593	*	*	*
MBA--TECH	+	9	+	34256				+	14	+	36280			
MS-BUSINESS	+	7	+	37786				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	8	+	42206				3	15	29233	35257	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	3	+	31775				+	5	+	31065			
MANAGEMENT INFORMATION SY	+	1	+	38400				+	3	+	37133			
MARKETING/MKTNG MGT (RESE	+	1	+	50000				+	3	+	35271			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	3	21000	22800	*	*	*
ELEMENTARY EDUCATION	+	1	+	27740				1	11	16000	23002	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	24000				1	6	18000	21915	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				+	1	+	12000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	+	1	+	20000				+	1	+	20000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	2	+	32200			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	23419			

continued

SWPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	3	3	$35372	$35372	*	*	*	5	9	$35254	$35688	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	2	+	38500				+	10	+	35791			
CIVIL	7	13	33229	32592	*	*	*	21	47	32765	31711	$36000	$34000	$28000
COMPUTER	+	+	+	+				+	1	+	39364			
ELECTRICAL/ELECTRONIC	6	15	38973	38149	*	*	*	10	43	38491	36688	*	*	*
INDUSTRIAL	+	2	+	35300				+	9	+	37056			
MECHANICAL	7	29	38011	37860	*	*	*	9	39	37676	37083	*	*	*
METALLURGICAL	+	5	+	38280				+	5	+	38280			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	4	4	38325	38325	*	*	*	6	8	39150	38513	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	24000				+	2	+	29124			
HEALTH SCIENCES	+	+	+	+				2	2	20800	20800	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	2	+	30500				+	3	+	32000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	12	+	41550				6	32	34003	37292	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	1	+	34800				+	11	+	32528			
MATHEMATICS (INCL ACTUARI	+	1	+	28395				+	8	+	32343			
PHYSICS	+	1	+	30000				+	3	+	29917			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	27	158						143	470					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	17	+	$38494				+	34	+	$40276			
MBA--TECH	+	1	+	40000				+	3	+	39333			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	13	+	48377				+	29	+	44776			
MBA--TECH	+	2	+	41750				+	7	+	53371			
OVER 4 YEARS														
MBA--NON-TECH	+	9	+	42100				+	28	+	44746			
MBA--TECH	+	+	+	+				+	3	+	67333			
TOTALS	+	42						+	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$38000				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	+	+	+				+	1	+	38000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	38000				+	5	+	37560			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				1	1	$50000	50000	*	*	*
CHEMICAL	1	2	$51000	50500	*	*	*	5	9	49000	48447	*	*	*
CIVIL	1	1	37200	37200	*	*	*	1	1	37200	37200	*	*	*
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	1	1	55900	55900	*	*	*	4	4	57975	57975	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				1	2	39000	45500	*	*	*
METALLURGICAL	+	+	+	+				+	2	+	52560			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	6	+	39383			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	2	+	36000			
PHYSICS	+	+	+	+				+	3	+	42293			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	3	6						12	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26479 88 32000/25020								
BUSINESS ADMIN (INCL MGMT	23500 1						25200 1	21400 3	
ECONOM & FINANCE (BANKING	26000 1			25833 9			23250 2		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR					25000 1				
AEROSPACE & AERONAUTICAL								29500 1	
ARCHITECTURAL								27000 1	
CHEMICAL								32000 1	
CIVIL								30103 6	26748 6
ELECTRICAL/ELECTRONIC	31000 2							30772 5	
INDUSTRIAL								31500 1	28900 3
MECHANICAL								29800 5	31200 2
COMPUTER SCIENCE							28900 2		
INFORMATION SCIENCES & SY	29375 2					28450 1			
ARCHITECTURAL & ENVIRONME			17663 4						
MATHEMATICS							24600 1	19000 1	

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	20700 1			21000 1		18850 6			
BUSINESS ADMIN (INCL MGMT	14000 1		20633 3	20400 2		20207 8			
ECONOM & FINANCE (BANKING	29250 2			23408 2		19880 5			
HOTEL/RESTAURANT MGMT.		22000 1	18550 6			21500 1			
MANAGEMENT INFO SYSTEMS				15000 1					
MARKETING/MARK MGMT (RESR			20100 1	23267 3		19773 11			
COMMUNICATIONS						22000 1			
TEXTILES & CLOTHING						24000 3			
COMPUTER SCIENCE						24000 1			
INFORMATION SCIENCES & SY						27500 1			

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				25200 2	21000 1		25000 1		
BUSINESS ADMIN (INCL MGMT						20414 2			
ECONOM & FINANCE (BANKING	23500 1					21500 1	21000 1		
ELEMENTARY EDUCATION					19309 15				
PHYSICAL EDUCATION					17425 2				
SPECIAL EDUCATION					18967 3				
HUMAN ECOLOGY (HOME ECONO								19750 2	13682 1
VISUAL & PERFORMING ARTS					18375 4				
AEROSPACE & AERONAUTICAL						25633 3			
ARCHITECTURAL				33000 1					
CHEMICAL						25343 1	23700 1		
CIVIL				32200 2		23500 4	24273 19		
ELECTRICAL/ELECTRONIC		31917 6		30714 7		29350 5			
INDUSTRIAL				29700 1					
MECHANICAL		31000 1		31357 6		26520 6			
COMPUTER SCIENCE			25800 1			29636 1			17280 1
INFORMATION SCIENCES & SY			25000 6	30600 1					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22167 6	
MATHEMATICS					21600 1				

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL							29120 6		28560 1
ARCHITECTURAL							30163 13		
CHEMICAL							31500 2	23700 1	34799 14
CIVIL						25010 5	28108 43 34800/22582	27116 12	
ELECTRICAL/ELECTRONIC							30690 14	35400 1	32525 14
INDUSTRIAL									27750 2
MECHANICAL							31832 25 37800/28800		32440 20 39312/27000
PETROLEUM									38300 7
ENGINEERING TECHNOLOGY									33300 2

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL	30619 6		31611 3		29128 7	31227 5			33394 1
ARCHITECTURAL						27000 1			
CHEMICAL					36100 3		34454 30 37700/33000		
CIVIL		32000 1				26000 1	34100 1		29535 4
COMPUTER	28800 1								
ELECTRICAL/ELECTRONIC	31885 16	30596 5	32236 14	32145 18	32137 13	30355 11	30025 4	31936 11	31436 8
INDUSTRIAL		29700 1				31200 1			36210 2
MECHANICAL	29823 7	29733 3	33100 1	32100 1	30966 11	28775 4	33389 9	34224 10	34870 8
PETROLEUM							36433 3	28200 1	35767 3
ENGINEERING TECHNOLOGY			32500 1	32000 1	29400 1		29600 2	29036 7	26980 10
COMPUTER SCIENCE	26800 2								
CHEMISTRY							30504 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO	13682 1								19750 2
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						26700 1			
MANAGEMENT INFO SYSTEMS						15000 1			
COMPUTER SCIENCE					27674 11		31564 1		
INFORMATION SCIENCES & SY					27076 17	30600 1	27500 1		
MATHEMATICS							24600 1		
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				18000 1					
BUSINESS ADMIN (INCL MGMT		21900 3	19493 1	19380 12					
ECONOM & FINANCE (BANKING		27250 2		20483 6					
HOTEL/RESTAURANT MGMT.				19422 9					
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARK MGMT (RESR				19678 9					
COMMUNICATIONS				22000 1					
ELEMENTARY EDUCATION		18400 1							19374 14
PHYSICAL EDUCATION									17425 2
SPECIAL EDUCATION									18967 3
VISUAL & PERFORMING ARTS									18375 4
ELECTRICAL/ELECTRONIC		31000 2		29200 1					
INDUSTRIAL		31500 1							
INFORMATION SCIENCES & SY		29375 2							
ARCHITECTURAL & ENVIRONME	17663 4								
MATHEMATICS		19000 1							21600 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26445 89 32000/25000	22894 20 27720/18200	25667 3	25900 5	25000 1	21334 1			24100 5
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		20538 3	23950 4						
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL		26400 1	24000 4	19000 1			23186 7		25000 1
BACHELOR - TECHNICAL							33133 3		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL						25010 5	29747 103 37800/24793	27464 14	33501 60 52500/28667

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30782 32 33616/27600	30388 10	32196 19	32136 20 34400/30000	31429 35 36500/28000	29971 23 33500/26500	33746 50 38500/30000	31896 29 38100/28200	31431 36 41800/25000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	13682 1								19750 2
BACHELOR - TECHNICAL	18133 3		25000 4						16500 2

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL						20850 2			
BACHELOR - TECHNICAL					27311 28 30840/25000	30600 1	27888 3		18000 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		23800 7	19493 1	19667 38 24000/18000					18977 23 33425/16350
BACHELOR - TECHNICAL	17663 4	28542 6		29200 1					21600 1

AVERAGE SALARY OFFERS FEBRUARY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH				30800 5		39600 1			
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1		24500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1								29956 7
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the inferim period (February 8, 1990, through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	22	734	$24867	$25614	$26400	$25242	$22000	164	2015	$25807	$26179	$29200	$26000	$22000
BUSINESS ADMIN (INCL MGMT	5	160	20580	23396	*	*	*	31	414	21551	22545	26400	21334	18000
DISTRIBUTION MANAGEMENT	+	10	+	26220				+	28	+	25108			
ECONOM & FINANCE (BANKING	3	205	21333	25105	*	*	*	33	467	23916	24149	27500	25000	19000
HOTEL/RESTAURANT MGMT.	1	4	23000	20900	*	*	*	10	31	19790	20005	*	*	*
HUMAN RSRCS (incl LABOR R	+	20	+	24740				+	50	+	24153			
MANAGEMENT INFO SYSTEMS	+	65	+	26664				2	160	21500	26926	*	*	*
MARKETING/MARK MGMT (RESR	3	171	22800	22727	*	*	*	23	501	21409	22759	25000	21000	18000
REAL ESTATE	+	5	+	22900				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	11	+	17238				+	22	+	17985			
COMMUNICATIONS	+	33	+	19983				1	107	22000	20160	*	*	*
JOURNALISM	+	14	+	18879				+	37	+	17351			
TELECOMMUN/BROADCASTING	+	5	+	13920				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	74	+	19103				16	234	19227	19142	*	*	*
PRE-ELEMENTARY EDUCATION	+	15	+	17584				+	23	+	16783			
PHYSICAL EDUCATION	+	5	+	17840				2	23	17425	19397	*	*	*
SPECIAL EDUCATION	1	22	21103	20796	*	*	*	5	52	19001	19876	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21280				3	36	17727	18902	*	*	*
TEXTILES & CLOTHING	+	2	+	24300				3	30	24000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	4	+	20158				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				+	6	+	22026			
LETTERS (incl English, Li	+	17	+	20065				+	51	+	19050			
VISUAL & PERFORMING ARTS	+	7	+	18000				4	35	18375	18727	*	*	*
HUMANITIES - OTHER	3	17	20300	31518	*	*	*	3	45	20300	25247	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				+	13	+	20583			
HISTORY	+	3	+	25000				+	8	+	22469			
POLITICAL SCIENCE/GOVT	+	16	+	21706				+	42	+	21986			
PSYCHOLOGY	1	21	18000	20940	*	*	*	1	53	18000	19655	*	*	*
SOCIOLOGY	+	5	+	27900				+	12	+	23624			
SOCIAL SCIENCES-OTHER	+	4	+	16226				+	16	+	17827			
ENGINEERING														
AEROSPACE & AERONAUTICAL	12	70	30451	30699	*	*	*	41	116	30260	30668	32500	31200	27000
AGRICULTURAL	+	12	+	32006				+	15	+	31205			
ARCHITECTURAL	7	8	31059	30590	*	*	*	21	22	30311	30174	33000	31200	27000
BIOENGINEERING & BIOMEDIC	+	4	+	30353				+	8	+	29568			
CHEMICAL	68	438	36210	35336	37200	35760	34500	138	673	35524	35207	37100	35400	33600
CIVIL	10	174	30142	27762	*	*	*	77	410	28192	27645	33000	28000	22582
COMPUTER	+	49	+	32310				1	84	28800	31899	*	*	*
ELECTRICAL/ELECTRONIC	23	433	33814	32025	36000	34320	31720	157	950	31995	31624	34600	32100	29200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	3	151	$27500	$31196	*	*	*	10	297	$30282	$30964	*	*	*
MECHANICAL	50	512	34351	32143	$36500	$35000	$30000	150	1045	32906	32082	$36500	$33500	$28500
METALLURGICAL	+	39	+	31872				+	74	+	31998			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	5	+	31630				+	15	+	30583			
PETROLEUM	11	16	36873	36788	*	*	*	25	58	36740	36120	39600	37000	30000
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	5	29	26760	31576	*	*	*	29	102	28502	29934	32500	29000	24000
INDUSTRIAL TECHNOLOGY	+	2	+	29250				+	21	+	24976			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	15	18000	22924	*	*	*	1	36	18000	22649	*	*	*
ANIMAL SCIENCES	3	5	19667	18400	*	*	*	3	16	19667	17830	*	*	*
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				+	4	+	17925			
OTHER AGRICULTURAL SCIENC	+	3	+	30667				+	14	+	25223			
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	134	28363	29217	*	*	*	29	370	28294	29091	31564	28800	24000
COMPUTER PROGRAMMING	+	21	+	29110				+	30	+	28531			
INFORMATION SCIENCES & SY	2	48	27300	30014	*	*	*	28	149	27591	28615	30840	27750	24000
SYSTEMS ANALYSIS	+	2	+	27250				+	2	+	27250			
HEALTH SCIENCES														
ALLIED HEALTH	+	37	+	27656				3	48	18133	26526	*	*	*
HEALTH SCIENCES	+	4	+	24745				6	16	22167	22470	*	*	*
NURSING	+	14	+	27450				+	23	+	26630			
PHARMACY	+	7	+	31677				+	17	+	33576			
SCIENCES														
ACTUARIAL	+	2	+	26000				+	7	+	28986			
ARCHITECTURAL & ENVIRONME	+	7	+	26440				4	11	17663	23248	*	*	*
BIOLOGICAL	+	7	+	20143				+	25	+	21780			
CHEMISTRY	+	24	+	29107				1	42	30504	28057	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				+	9	+	19887			
MATHEMATICS	1	17	24000	26721	*	*	*	8	66	25850	24250	*	*	*
PHYSICS	+	5	+	24400				+	11	+	25547			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	18000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	263	3988						1034	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	6	552	$25243	$25880	*	*	*	128	1583	$26416	$26417	$29600	$26000	$24500
ACCOUNTING (PRIVATE)	15	187	25075	24615	*	*	*	36	456	23875	25049	27000	25200	19000
COMMERCIAL BANKING (CNSMR	+	21	+	22257				4	44	23875	21059	*	*	*
COMMERCIAL BANKING (LENDG	+	20	+	23674				5	60	25900	22844	*	*	*
INVESTMT BANKING (CORP FN	+	7	+	28643				1	15	25000	28151	*	*	*
INVESTMT BANKNG (M & A)	+	4	+	25450				1	5	21334	24627	*	*	*
INVESTMT BANKG (REAL EST)	1	3	18000	23067	*	*	*	1	6	18000	25033	*	*	*
INVESTMT BANKG (SALES & T	1	3	18000	16183	*	*	*	1	4	18000	19638	*	*	*
FINANCIAL/TREASURY ANALYS	1	104	26400	26452	*	*	*	6	184	24483	26306	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	15	+	20160				+	21	+	20333			
UNDERWRITING	+	7	+	22671				3	39	20538	22031	*	*	*
INSURANCE - CLAIMS	+	16	+	22775				4	40	23950	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	4	+	21250				+	11	+	18616			
MEDIA PLANNING	+	3	+	16667				+	9	+	19382			
REPORTING	+	3	+	16167				+	7	+	15923			
PRODUCTION	+	7	+	27094				+	19	+	25762			
PUBLIC RELATIONS	+	12	+	23167				+	27	+	20830			
WRITING / EDITING	+	12	+	17450				+	22	+	17955			
MARKETING														
ADVERTISING	1	14	24000	19821	*	*	*	1	28	24000	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	+	21	+	27730				1	56	26400	25173	*	*	*
BUYER/MERCHANDISING	2	20	21000	22602	*	*	*	6	97	23000	22647	*	*	*
DISTRIBUTION	+	12	+	31883				1	29	19000	26966	*	*	*
MARKET RESEARCH	+	9	+	27120				+	15	+	25856			
PURCHASING	+	9	+	22905				+	20	+	23423			
SALES	5	222	21420	25009	*	*	*	15	549	24587	24670	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	6	+	22383				+	18	+	20519			
FINANC,TAXA, MONETARY POL	+	5	+	18512				1	14	25000	21873	*	*	*
ECONOMIC PROGRAMS	+	10	+	27569				+	11	+	26699			
LAW ENFORCEMENT	+	9	+	26556				+	12	+	25063			
MILITARY	1	6	19900	18280	*	*	*	1	39	19900	21771	*	*	*
NATIONAL SECURITY	+	1	+	21000				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	1	7	26500	29371	*	*	*	6	12	25259	27554	*	*	*
DESIGN / CONSTRUCT	49	279	32627	30142	$37200	$32500	$25344	152	613	30675	29990	35500	31200	25200
ENVIRONMENTAL/SANITATION	3	31	33867	29627	*	*	*	17	56	28594	28852	*	*	*
MANUFACTURING/INDUSTRIAL	21	318	34285	32550	37200	35000	32300	81	712	33704	32172	37000	34200	28667
SYSTEMS / PROGRAMMING	8	59	28485	30916	*	*	*	41	132	30305	30841	33100	31000	27560
POWER SYSTEMS	5	61	32872	32242	*	*	*	15	130	31216	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	3	50	33357	31600	*	*	*	22	117	32355	31403	33600	32325	31320
HARDWARE DESIGN & DEVELOP	1	40	31720	32181	*	*	*	21	97	32116	31794	33300	32100	31200

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	129	$32493	$32612	*	*	*	42	265	$31606	$31905	$35500	$31250	$28000
TESTING	6	35	31850	31190	*	*	*	29	107	30360	30487	33000	31000	26500
PROCESS ENGINEERING	92	312	36084	35485	$37100	$35950	$34500	142	522	35261	35057	37100	35400	33120
PROJECT ENGINEERING	14	132	34793	32696	*	*	*	43	379	32839	32276	36800	33000	28500
OTHER ENGINEERING	1	375	34500	31952	*	*	*	37	597	31514	31466	37300	32000	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				4	18	17021	21693	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				4	10	25000	22371	*	*	*
NURSES / PERSONAL CARE	+	15	+	26420				+	24	+	25629			
OCCUPATIONAL THERAPY	+	13	+	26585				+	17	+	26332			
PHARMACIST	+	1	+	29500				+	7	+	35519			
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	1	12	18000	22542	*	*	*	5	28	18100	20993	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	7	+	19798				+	14	+	18376			
COUNSELING	+	11	+	17175				+	27	+	16521			
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	7	+	18821				+	19	+	18556			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	117	29100	29092	*	*	*	42	329	27531	28210	30000	28500	24000
INFORMATION SYSTEMS	1	81	30600	27129	*	*	*	4	172	25725	26945	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	70	28750	30501	*	*	*	5	172	28233	29793	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	5	+	29490				+	13	+	29604			
AGRICULTURE/NAT'L RESOURC	3	14	19667	21390	*	*	*	4	49	19250	20329	*	*	*
ARCHITECTURE	+	1	+	19200				4	6	17663	18308	*	*	*
CONSULTING	+	119	+	28866				25	221	27648	28183	32000	28500	24500
HUMAN RESRCS /INDUS RELS	1	14	18000	23436	*	*	*	2	41	18747	23478	*	*	*
MANAGEMENT TRAINEE	4	179	20825	22968	*	*	*	44	572	20133	21439	23000	20000	18000
MATH/STATISTICIANS	+	1	+	30600				+	8	+	23236			
PARALEGAL	+	2	+	12150				+	5	+	16460			
RESEARCHERS NON-TECHNICAL	+	3	+	23000				+	6	+	23833			
RESEARCHERS - TECHNICAL	+	15	+	28225				+	23	+	27089			
TEACHING	1	123	21103	19500	*	*	*	27	411	19044	19116	21500	18900	16350
TOTALS	263	3988						1034	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	17	56	$28853	$27929	*	*	*	76	141	$30397	$29205	$34500	$28840	$27000
MBA--NON-TECH	+	46	+	35990				21	143	31315	33670	36500	31000	28000
MBA--TECH	+	10	+	37650				+	26	+	36812			
MS-BUSINESS	+	+	+	+				+	16	+	34006			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	17	34000	39450	*	*	*	4	33	30425	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	8	+	30613				+	17	+	30102			
MANAGEMENT INFORMATION SY	+	2	+	29500				+	5	+	34080			
MARKETING/MKTNG MGT (RESE	+	3	+	39974				+	6	+	37622			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	3	+	29000			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	28622				2	9	21000	26681	*	*	*
ELEMENTARY EDUCATION	+	11	+	22189				1	23	16000	22222	*	*	*
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	14	+	21471				1	24	18000	22129	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	4	+	22315				+	5	+	22535			

continued

SWPA REGIONAL Report No. 2 MARCH 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	$33843				5	16	$35254	$34881	*	*	*
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	+	28	+	37530				+	38	+	37072			
CIVIL	+	48	+	32433				21	95	32765	32076	$36000	$34000	$28000
COMPUTER	+	11	+	34011				+	12	+	34457			
ELECTRICAL/ELECTRONIC	5	63	$35158	36823	*	*	*	15	107	37380	36776	*	*	*
INDUSTRIAL	+	18	+	34653				+	27	+	35434			
MECHANICAL	3	58	39467	36586	*	*	*	12	101	38123	36606	*	*	*
METALLURGICAL	+	11	+	36384				+	16	+	36976			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				6	10	39150	37626	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				+	5	+	25450			
HEALTH SCIENCES	+	+	+	+				2	2	20800	20800	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	+	6	+	32988				+	10	+	31893			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	23	37100	36331	*	*	*	7	59	34446	36959	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				+	13	+	32090			
MATHEMATICS (INCL ACTUARI	+	3	+	22395				+	11	+	29630			
PHYSICS	+	2	+	29960				+	5	+	29934			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	27	493						173	1024					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	25	+	$43996			
MBA--TECH	+	8	+	56875			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	24	+	45022			
MBA--TECH	+	31	+	50912			
OVER 4 YEARS							
MBA--NON-TECH	+	26	+	39612			
MBA--TECH	+	10	+	50670			
TOTALS	+	124					

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	63	+	$41681			
MBA--TECH	+	12	+	51917			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	60	+	44642			
MBA--TECH	+	41	+	50948			
OVER 4 YEARS							
MBA--NON-TECH	+	69	+	45272			
MBA--TECH	+	17	+	56747			
TOTALS	+	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				+	10	+	43870			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				1	1	$50000	50000	*	*	*
CHEMICAL	11	16	$52375	51968	*	*	*	16	25	51320	50700	*	*	*
CIVIL	+	+	+	+				1	1	37200	37200	*	*	*
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	1	6	57000	57167	*	*	*	5	11	57780	55900	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	47627				1	7	39000	47019	*	*	*
METALLURGICAL	+	4	+	49550				+	6	+	50553			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	30	+	46812				+	38	+	45307			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				+	3	+	34667			
PHYSICS	+	1	+	42000				+	7	+	41340			
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	12	68						24	126					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART I - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26439 127 32000/24500								
BUSINESS ADMIN (INCL MGMT	26833 3						25200 1	22675 4	
ECONOM & FINANCE (BANKING	26000 1			25100 10		26000 1	23250 2	27000 2	
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR					25000 1				
HUMANITIES - OTHER					18000 1				
AEROSPACE & AERONAUTICAL								29500 1	
ARCHITECTURAL								29100 2	
CHEMICAL								33750 2	
CIVIL								30747 11	26748 6
ELECTRICAL/ELECTRONIC	31000 2							30772 5	
INDUSTRIAL								31500 1	28900 3
MECHANICAL								30370 10	31800 3
ENGINEERING TECHNOLOGY									27450 4
COMPUTER SCIENCE	32000 1						29267 3	31350 1	
INFORMATION SCIENCES & SY	30688 4					28450 1			
ARCHITECTURAL & ENVIRONME			17663 4						
MATHEMATICS	32000 2						24600 1	21750 2	

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 /06 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	20700 1		20100 1	21333 3		18757 7			
BUSINESS ADMIN (INCL MGMT	14000 1		20420 5	21833 3		20207 8			
ECONOM & FINANCE (BANKING	25500 3			23408 2		19733 6			
HOTEL/RESTAURANT MGMT.		22500 2	18550 6			21500 1			
MANAGEMENT INFO SYSTEMS				15000 1					
MARKETING/MARK MGMT (RESR	20400 1		20100 1	23267 3		20423 13			
COMMUNICATIONS						22000 1			
TEXTILES & CLOTHING						24000 3			
HUMANITIES - OTHER						23000 1			
PSYCHOLOGY							18000 1		
COMPUTER SCIENCE				18804 1		24000 1			
INFORMATION SCIENCES & SY						27500 1			
MATHEMATICS						24000 1			

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				25200 2	21000 1		25000 1		
BUSINESS ADMIN (INCL MGMT						20414 2			
ECONOM & FINANCE (BANKING	23500 1					21500 1	21000 1		
ELEMENTARY EDUCATION					19227 16				
PHYSICAL EDUCATION					17425 2				
SPECIAL EDUCATION					19001 5				
HUMAN ECOLOGY (HOME ECONO								19750 2	13682 1
VISUAL & PERFORMING ARTS					18375 4				
HUMANITIES - OTHER						19900 1			
AEROSPACE & AERONAUTICAL						25561 4			
ARCHITECTURAL				33000 1			25296 1		
CHEMICAL				31500 1		25343 1	23700 1		
CIVIL			24600 2	32200 2		23500 4	24559 20 30000/22582		
ELECTRICAL/ELECTRONIC		31917 6		30940 10		29350 5			
INDUSTRIAL				29700 1					
MECHANICAL		31000 1		31357 6		26520 6			
AGRIBUSINESS								18000 1	
COMPUTER SCIENCE			24600 3			29636 1			17280 1
INFORMATION SCIENCES & SY			24667 9	30600 1					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22167 6	
MATHEMATICS					21600 1				

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				30000 1
BUSINESS ADMIN (INCL MGMT							16000 1		
MARKETING/MARK MGMT (RESR									25000 1
AEROSPACE & AERONAUTICAL					30798 35 33616/27500				
ARCHITECTURAL								29857 13	
CHEMICAL					34200 1				35188 88 38500/33960
CIVIL					26455 2	26000 1	28800 1	30140 5	32220 2
ELECTRICAL/ELECTRONIC					30871 18		33600 2	32580 1	34056 6
INDUSTRIAL					31200 1				27500 2
MECHANICAL					29802 24 33600/27600		33250 4	31796 5	34512 21 38400/33000
ENGINEERING TECHNOLOGY					28150 5			28333 6	31250 2
ANIMAL SCIENCES				21500 2					
COMPUTER SCIENCE					30582 2				30967 3
INFORMATION SCIENCES & SY					26775 4				
CHEMISTRY									30504 1
MATHEMATICS					29100 1				

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING								26500 1	25830 17
BUSINESS ADMIN (INCL MGMT									25100 2
ECONOM & FINANCE (BANKING			23000 1						27000 1
MARKETING/MARK MGMT (RESR	23400 1								
AEROSPACE & AERONAUTICAL									31000 1
ARCHITECTURAL									32975 4
CHEMICAL	36060 1	34350 2	37000 1				34400 1	34050 2	37277 37 52800/34740
CIVIL		30750 2			28800 1			32400 1	32885 13
COMPUTER									28800 1
ELECTRICAL/ELECTRONIC	32278 29 34200/30600	31899 45 35544/30000	33500 2		32500 2			35475 4	33676 16
INDUSTRIAL									41220 1
MECHANICAL	32668 3	32687 3	35657 9				34699 1	32633 3	35041 49 38100/33500
PETROLEUM									36740 25 52500/30000
ENGINEERING TECHNOLOGY	31250 2	29267 3						24000 1	25800 4
COMPUTER SCIENCE	30000 2								29180 10
INFORMATION SCIENCES & SY	28200 1								29788 5
OTHER PHYSICAL & EARTH SC								18000 1	

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							20000 1
BUSINESS ADMIN (INCL MGMT							21400 1
ECONOM & FINANCE (BANKING							28000 1
HOTEL/RESTAURANT MGMT.							20000 1
MARKETING/MARK MGMT (RESR						24000 1	19200 1
CIVIL			25050 4				
ELECTRICAL/ELECTRONIC			29550 2			28500 1	28000 1
INDUSTRIAL							27500 1
MECHANICAL			30000 1		30000 1		
ENGINEERING TECHNOLOGY							33000 2
ANIMAL SCIENCES							16000 1
INFORMATION SCIENCES & SY						28500 2	

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26445 131 32000/24500			25100 10	21500 2	26000 1	24925 4	24117 6	
BACHELOR - TECHNICAL	31194 9		17663 4			28450 1	28100 4	30209 35 38000/27300	28274 16

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	21933 6	22500 2	19508 13	21760 12		20384 40 26400/18000	18000 1		
BACHELOR - TECHNICAL				18804 1		25167 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	23500 1			25200 2	18999 28 33425/16350	20557 4	23000 2	19750 2	13682 1
BACHELOR - TECHNICAL		31786 7	24643 14	31215 22 33940/30000	21600 1	26528 21 33500/25000	24554 22 30000/22582	21625 8	16560 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL					26400 1		16000 1		27500 2
BACHELOR - TECHNICAL				21500 2	30164 93 34200/27500	26000 1	32714 7	30013 30 35580/25200	34648 125 38500/32496

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	23400 1		23000 1					26500 1	25815 20 28200/25200
BACHELOR - TECHNICAL	32127 38 36060/30000	31846 55 36200/30000	35409 12		31267 3		34550 2	31858 12	34686 166 52800/29000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL						24000 1	21720 5
BACHELOR - TECHNICAL			27043 7		30000 1	28500 3	27500 5

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26439 127 32000/24500	23788 33 30000/19000							26400 1
BUSINESS ADMIN (INCL MGMT	23500 1					21334 1			
ECONOM & FINANCE (BANKING		24833 3	23875 4	25900 5			18000 1		24100 5
MARKETING/MARK MGMT (RESR					25000 1				
HUMANITIES - OTHER								18000 1	

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		20400 2							
ECONOM & FINANCE (BANKING		20815 1	26000 1						
MARKETING/MARK MGMT (RESR			23267 3						

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									25000 1
BUSINESS ADMIN (INCL MGMT		26400 1					21975 4		
ECONOM & FINANCE (BANKING			19000 1				28000 1		
MARKETING/MARK MGMT (RESR	24000 1		24000 1	19000 1			21929 7		
TEXTILES & CLOTHING			24000 3						
HUMANITIES - OTHER			23000 1						
ELECTRICAL/ELECTRONIC							33100 2		
MECHANICAL							33200 1		

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
HUMANITIES - OTHER			19900 1						
AEROSPACE & AERONAUTICAL							29462 11		30430 2
ARCHITECTURAL							30477 20 35580/27000		
CHEMICAL							38600 3	31650 2	34699 16
CIVIL						25010 5	28393 51 38000/22582	27671 14	
ELECTRICAL/ELECTRONIC						26500 1	32358 20 37500/28000	35400 1	32973 17
INDUSTRIAL									27600 5
MECHANICAL							32854 41 37920/29000		33339 30 39312/28667
PETROLEUM							33000 2		38744 9
ENGINEERING TECHNOLOGY							26250 4		33300 2

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
AEROSPACE & AERONAUTICAL	30702 7		31611 3		28949 9	31504 8			33394 1
ARCHITECTURAL						27000 1			
CHEMICAL					35429 5		35670 111 52200/34000	31500 1	
CIVIL		32000 1				26000 1	34100 1		29535 4
COMPUTER	28800 1								
ELECTRICAL/ELECTRONIC	31884 17	31734 10	32434 17	32123 19	32235 14	30355 11	30025 4	31983 12	31776 9
INDUSTRIAL		29700 1				31200 1			36210 2
MECHANICAL	30069 11	29733 3	33100 1	32100 1	31090 12	30043 7	33973 15	34922 20 38400/32000	34870 8
PETROLEUM					36000 1		36775 8	33150 2	35767 3
ENGINEERING TECHNOLOGY			32500 1	32000 1	29400 1		29600 2	29006 8	26980 10
COMPUTER SCIENCE	25501 4								
CHEMISTRY							30504 1		
MATHEMATICS	24000 1								

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 705 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
HUMAN ECOLOGY (HOME ECONO	13682 1								19750 2
AGRIBUSINESS									18000 1
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						26700 1			
MANAGEMENT INFO SYSTEMS						15000 1			
ANIMAL SCIENCES									19667 3
COMPUTER SCIENCE					28306 20 33000/24000		29688 3		
INFORMATION SCIENCES & SY					26719 21 30840/24000	30600 2	27500 1		
MATHEMATICS					29100 1		24600 1		
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				19050 2					
BUSINESS ADMIN (INCL MGMT		24867 6	19493 1	19483 14					
ECONOM & FINANCE (BANKING		27125 4		21271 7					
HOTEL/RESTAURANT MGMT.				19780 10					
MANAGEMENT INFO SYSTEMS		28000 1							
MARKETING/MARK MGMT (RESR				19678 9					
COMMUNICATIONS				22000 1					
ELEMENTARY EDUCATION		18400 1							19282 15
PHYSICAL EDUCATION									17425 2
SPECIAL EDUCATION									19001 5
VISUAL & PERFORMING ARTS									18375 4
PSYCHOLOGY			18000 1						
ELECTRICAL/ELECTRONIC		31000 2		29200 1					
INDUSTRIAL		31500 1							
COMPUTER SCIENCE		31675 2							
INFORMATION SCIENCES & SY		30688 4							
ARCHITECTURAL & ENVIRONME	17663 4								
MATHEMATICS		26875 4							21600 1

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26416 128 32000/24500	23875 36 30000/19000	23875 4	25900 5	25000 1	21334 1	18000 1	18000 1	24483 6
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL		20538 3	23950 4						
BACHELOR - TECHNICAL									

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24000 1	26400 1	23000 6	19000 1			22450 12		25000 1
BACHELOR - TECHNICAL							33133 3		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19900 1						
BACHELOR - TECHNICAL						25259 6	30675 152 52800/25200	28594 17	33704 81 52500/28667

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	30305 41 33616/27560	31216 15	32355 22 34620/31320	32116 21 34400/31200	31606 42 36500/28000	30360 29 35400/26500	35261 142 52200/33120	32839 43 38400/28500	31514 37 41800/25000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	13682 1								19750 2
BACHELOR - TECHNICAL	18133 3		25000 4						17000 3

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL						20850 2			
BACHELOR - TECHNICAL					27531 42 33000/24000	30600 2	28233 5		19250 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		25342 12	18747 2	19922 43 26000/18000					18946 26 33425/16350
BACHELOR - TECHNICAL	17663 4	29777 13		29200 1					21600 1

AVERAGE SALARY OFFERS MARCH 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28000 1			30800 5		39600 1			
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1		24500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1								30799 9
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 9, 1990, through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	132	369	$26420	$25882	$29000	$26004	$24000	262	2290	$26023	$26141	$29000	$26000	$23000
BUSINESS ADMIN (INCL MGMT	35	105	23591	23741	27000	23400	18996	63	508	22385	22730	26500	21400	18000
DISTRIBUTION MANAGEMENT	2	6	17748	26116	*	*	*	2	34	17748	25285	*	*	*
ECONOM & FINANCE (BANKING	40	155	23908	24892	29000	25076	16800	69	598	23870	24324	28000	25000	18200
HOTEL/RESTAURANT MGMT.	+	+	+	+				10	31	19780	20005	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	19625				+	54	+	23817			
MANAGEMENT INFO SYSTEMS	41	72	27439	28023	30300	27504	24492	43	229	27163	27252	30300	27504	24000
MARKETING/MARK MGMT (RESR	70	136	22404	22648	27000	22650	17000	93	623	22158	22720	26760	22000	18000
REAL ESTATE	+	+	+	+				+	14	+	24561			
COMMUNICATIONS														
ADVERTISING	+	4	+	17625				+	24	+	18049			
COMMUNICATIONS	+	13	+	20859				1	115	22000	20182	*	*	*
JOURNALISM	3	8	21332	18000	*	*	*	3	44	21332	17500	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	30	45	19834	19655	21996	20004	18000	45	276	19659	19162	21804	19992	17904
PRE-ELEMENTARY EDUCATION	+	1	+	19050				+	23	+	16783			
PHYSICAL EDUCATION	4	8	20373	19562	*	*	*	6	31	19390	19439	*	*	*
SPECIAL EDUCATION	1	7	17000	19934	*	*	*	5	57	19001	19926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				3	37	17727	18932	*	*	*
TEXTILES & CLOTHING	+	+	+	+				3	30	24000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	1	5	24504	23461	*	*	*	1	10	24504	21646	*	*	*
LETTERS (incl English, Li	1	7	19296	20471	*	*	*	1	58	19296	19222	*	*	*
VISUAL & PERFORMING ARTS	12	16	20868	19464	*	*	*	16	50	20245	19057	*	*	*
HUMANITIES - OTHER	+	2	+	22500				3	46	20300	24915	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	21000				+	15	+	20639			
HISTORY	3	4	18312	18704	*	*	*	3	12	18312	21214	*	*	*
POLITICAL SCIENCE/GOVT	5	21	21480	24650	*	*	*	5	61	21480	22269	*	*	*
PSYCHOLOGY	8	17	22247	21864	*	*	*	9	68	21775	20077	*	*	*
SOCIOLOGY	1	9	21000	19144	*	*	*	1	20	21000	21689	*	*	*
SOCIAL SCIENCES-OTHER	1	11	21000	21136	*	*	*	1	26	21000	19028	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	33	34	29987	29977	32100	30204	27996	74	150	30138	30510	32900	30744	26255
AGRICULTURAL	14	14	28327	28327	*	*	*	14	29	28327	29815	*	*	*
ARCHITECTURAL	6	7	31567	30700	*	*	*	27	29	30590	30301	34600	31200	27000
BIOENGINEERING & BIOMEDIC	8	14	29375	31344	*	*	*	8	20	29375	30812	*	*	*
CHEMICAL	129	254	35129	35179	37200	35400	33060	267	924	35333	35197	37100	35400	33600
CIVIL	53	98	28444	27713	33048	28200	24036	130	508	28295	27658	33000	28000	22992
COMPUTER	32	68	31176	30727	33000	31596	28800	33	148	31104	31307	33000	31500	28800
ELECTRICAL/ELECTRONIC	123	265	31933	31830	34200	31800	30000	280	1197	31968	31672	34500	32000	29496

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	48	92	$30176	$30491	$32004	$30240	$27588	58	388	$30194	$30850	$32004	$30228	$27500
MECHANICAL	113	259	33249	32719	37920	33600	27996	263	1296	33054	32212	37500	33504	28000
METALLURGICAL	+	12	+	33727				+	86	+	32239			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	1	+	32220				+	16	+	30685			
PETROLEUM	17	28	34128	34011	*	*	*	42	86	35683	35434	39600	36950	28200
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	49	61	28141	28311	34296	28596	22800	78	162	28275	29315	34000	28992	23500
INDUSTRIAL TECHNOLOGY	+	4	+	29960				+	25	+	25774			
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	17	30	22825	21852	*	*	*	18	65	22557	22199	*	*	*
ANIMAL SCIENCES	3	4	17356	17517	*	*	*	6	20	18511	17768	*	*	*
PLANT SCIENCES	15	18	21631	21831	*	*	*	15	23	21631	21694	*	*	*
NATURAL RESOURCES	1	1	20700	20700	*	*	*	1	5	20700	18480	*	*	*
OTHER AGRICULTURAL SCIENC	2	13	20496	22622	*	*	*	2	27	20496	23971	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	9	120	29139	30303	*	*	*	31	463	28346	29402	31350	28800	24000
COMPUTER PROGRAMMING	+	4	+	28275				+	34	+	28501			
INFORMATION SCIENCES & SY	7	44	28543	27822	*	*	*	30	180	27718	28432	31250	27750	24000
SYSTEMS ANALYSIS	+	1	+	28980				+	3	+	27827			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				3	48	18133	26526	*	*	*
HEALTH SCIENCES	+	5	+	15000				6	21	22167	20691	*	*	*
NURSING	+	1	+	23000				+	23	+	26630			
PHARMACY	+	3	+	35000				+	20	+	33790			
SCIENCES														
ACTUARIAL	19	20	19854	20411	*	*	*	19	27	19854	22634	*	*	*
ARCHITECTURAL & ENVIRONME	36	43	25956	25533	29400	27270	18996	40	54	25127	25068	29400	27000	18000
BIOLOGICAL	4	6	18123	20956	*	*	*	4	30	18123	21286	*	*	*
CHEMISTRY	11	24	30770	30198	*	*	*	12	65	30748	28809	*	*	*
GEOLOGY & GEOLOGICAL SCI	9	9	25893	25893	*	*	*	9	18	25893	22890	*	*	*
MATHEMATICS	20	47	28314	27741	32000	29496	24000	24	107	27312	25600	32000	29046	21600
PHYSICS	2	3	30198	30465	*	*	*	2	13	30198	26262	*	*	*
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	2	18000	24000	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	1170	2636						2145	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	108	282	$26127	$26278	$29000	$26004	$24000	203	1796	$26240	$26398	$29496	$26004	$24000
ACCOUNTING (PRIVATE)	9	82	24733	24496	*	*	*	44	505	24014	24960	27396	25200	19000
COMMERCIAL BANKING (CNSMR	3	34	22835	20038	*	*	*	6	77	24251	20642	*	*	*
COMMERCIAL BANKING (LENDG	2	11	21600	22436	*	*	*	7	69	24671	22775	*	*	*
INVESTMT BANKING (CORP FN	1	3	24000	29733	*	*	*	2	18	24500	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	5	21334	24627	*	*	*
INVESTMT BANKG (REAL EST)	4	4	23997	23997	*	*	*	5	10	22798	24619	*	*	*
INVESTMT BANKG (SALES & T	+	7	+	19500				1	11	18000	19550	*	*	*
FINANCIAL/TREASURY ANALYS	13	44	24577	26584	*	*	*	19	224	24547	26424	*	*	*
PORTFOLIO MGMT/BROKERAGE	2	4	22500	22125	*	*	*	2	25	22500	20620	*	*	*
UNDERWRITING	2	5	15000	21800	*	*	*	5	43	18323	22005	*	*	*
INSURANCE - CLAIMS	4	13	22497	22723	*	*	*	8	52	23224	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	4	5	19221	18177	*	*	*	4	15	19221	18778	*	*	*
MEDIA PLANNING	+	+	+	+				+	9	+	19382			
REPORTING	2	3	17154	15076	*	*	*	2	10	17154	15669	*	*	*
PRODUCTION	+	2	+	12700				+	20	+	24974			
PUBLIC RELATIONS	6	8	19472	21417	*	*	*	6	35	19472	20964	*	*	*
WRITING/EDITING	1	6	18000	18333	*	*	*	1	28	18000	18036	*	*	*
MARKETING														
ADVERTISING	+	8	+	21313				1	32	24000	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	24	34	27061	26252	30000	26202	24000	25	89	27035	25626	30000	26400	24000
BUYER/MERCHANDISING	12	26	23624	24742	*	*	*	18	122	23416	22869	*	*	*
DISTRIBUTION	4	13	23172	25941	*	*	*	5	42	22338	26649	*	*	*
MARKET RESEARCH	10	17	25458	24052	*	*	*	10	32	25458	24897	*	*	*
PURCHASING	3	9	25000	24722	*	*	*	3	28	25000	24034	*	*	*
SALES	66	143	24708	24623	31500	24252	18996	81	677	24686	24676	31512	24204	18996
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	2	4	21114	20257	*	*	*	2	21	21114	20551	*	*	*
FINANC,TAXA, MONETARY POL	2	10	24252	25090	*	*	*	3	24	24501	23214	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				+	11	+	26699			
LAW ENFORCEMENT	+	2	+	21000				+	14	+	24500			
MILITARY	27	33	20979	21710	25500	21000	16308	28	71	20940	21683	25500	21000	16308
NATIONAL SECURITY	+	+	+	+				+	2	+	26850			
URBAN / REGIONAL PLANNING	2	2	24000	24000	*	*	*	2	3	24000	25167	*	*	*
ENGINEERING														
BIOENGINEERING	3	6	30564	33548	*	*	*	9	18	27027	29552	*	*	*
DESIGN / CONSTRUCT	58	104	31001	29946	34800	31752	25500	210	715	30765	29975	35160	31200	24996
ENVIRONMENTAL/SANITATION	7	16	25946	26489	*	*	*	24	72	27822	28327	34992	27300	23700
MANUFACTURING/INDUSTRIAL	46	183	31516	32212	36240	30816	27588	127	886	32912	32180	37000	33600	27588
SYSTEMS / PROGRAMMING	21	36	31373	31845	33000	31500	29600	61	165	30685	31019	33200	31000	27720
POWER SYSTEMS	17	50	32784	32249	*	*	*	32	178	32049	31902	34260	31848	30000
SOFTWARE DESIGN & DEVELOP	15	29	30886	31713	*	*	*	37	146	31759	31465	34000	31750	30000
HARDWARE DESIGN & DEVELOP	10	24	32258	31530	*	*	*	31	120	32161	31844	33500	32100	30000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	22	77	$34565	$32894	$39000	$34998	$29004	64	334	$32623	$32089	$36360	$32202	$27996
TESTING	5	21	29616	30940	*	*	*	34	126	30250	30554	33120	30840	26500
PROCESS ENGINEERING	108	207	34604	34990	37320	35232	30180	250	726	34977	35034	37200	35400	31500
PROJECT ENGINEERING	46	90	33130	32940	36000	33000	29400	89	469	32990	32403	36800	33000	29004
OTHER ENGINEERING	226	297	31403	31137	36600	30996	27492	263	889	31419	31356	36840	31200	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				4	20	17021	22273	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				4	10	25000	22371	*	*	*
NURSES / PERSONAL CARE	2	3	37500	32667	*	*	*	2	26	37500	26542	*	*	*
OCCUPATIONAL THERAPY	+	2	+	23000				+	18	+	25980			
PHARMACIST	+	3	+	35000				+	10	+	35363			
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	+	3	+	28427				+	6	+	23297			
OTHER HEALTH RELATED	6	9	20111	18963	*	*	*	11	37	19197	20500	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				+	14	+	18376			
COUNSELING	1	3	18000	18667	*	*	*	1	29	18000	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	3	+	21733				+	20	+	18479			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	43	151	29036	29059	32148	29496	24000	77	449	28414	28527	32136	28800	24000
INFORMATION SYSTEMS	3	46	30140	29419	*	*	*	7	214	27617	27506	*	*	*
SYSTEMS ANALYSIS & DESIGN	26	64	28854	29054	32004	28200	26004	31	230	28753	29539	31564	28200	26004
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	29101				+	22	+	29398			
AGRICULTURE/NAT'L RESOURC	12	32	18631	20704	*	*	*	16	81	18786	20477	*	*	*
ARCHITECTURE	5	8	25661	24851	*	*	*	9	14	22106	22047	*	*	*
CONSULTING	47	97	28249	28645	32000	27492	25000	60	297	27759	28318	32000	27502	24996
HUMAN RESRCS /INDUS RELS	2	7	22296	22770	*	*	*	4	46	20521	23113	*	*	*
MANAGEMENT TRAINEE	71	138	21769	22488	26004	21000	18984	114	706	21101	21616	25992	21000	18000
MATH/STATISTICIANS	+	3	+	21412				+	11	+	22739			
PARALEGAL	1	3	13440	16813	*	*	*	1	8	13440	16593	*	*	*
RESEARCHERS NON-TECHNICAL	13	17	21810	21620	*	*	*	13	21	21810	21978	*	*	*
RESEARCHERS - TECHNICAL	5	8	31236	31091	*	*	*	5	29	31236	27939	*	*	*
TEACHING	36	67	20261	19656	21996	20250	17904	61	472	19813	19158	21996	19992	17000
TOTALS	1170	2636						2145	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 3 APRIL 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	2	8	$26250	$27438	*	*	*	78	144	$30291	$29141	$34500	$28590	$26004
MBA--NON-TECH	3	76	31833	37423	*	*	*	21	193	31315	35305	36500	31000	28000
MBA--TECH	12	31	35497	39125	*	*	*	12	55	35497	38132	*	*	*
MS-BUSINESS	+	3	+	31933				+	19	+	33679			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				4	33	30425	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	5	+	27823				+	18	+	29963			
MANAGEMENT INFORMATION SY	6	7	31888	32933	*	*	*	6	12	31888	33411	*	*	*
MARKETING/MKTNG MGT (RESE	2	2	32250	32250	*	*	*	2	8	32250	36279	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	1	+	19200				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				2	9	21000	26681	*	*	*
ELEMENTARY EDUCATION	+	2	+	19500				1	24	16000	22337	*	*	*
PHYSICAL EDUCATION	4	4	36024	36024	*	*	*	4	5	36024	33719	*	*	*
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	+	5	+	24800				1	25	18000	22244	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	18000				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	2	6	33594	29698	*	*	*	2	26	33594	24731	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	2	$36600	$34940	*	*	*	6	18	$35478	$34887	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	6	10	34766	36450	*	*	*	6	48	34766	36943	*	*	*
CIVIL	5	7	31591	31711	*	*	*	26	102	32539	32051	$36000	$32700	$27996
COMPUTER	5	8	34423	34952	*	*	*	5	20	34423	34655	*	*	*
ELECTRICAL/ELECTRONIC	19	33	37630	37195	*	*	*	34	139	37520	36870	41000	38004	35490
INDUSTRIAL	7	14	34641	35163	*	*	*	7	41	34641	35355	*	*	*
MECHANICAL	8	27	39533	37032	*	*	*	20	124	38687	36840	42000	38250	36000
METALLURGICAL	1	4	42000	37973	*	*	*	1	20	42000	37176	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	4	5	33693	34834	*	*	*	4	6	33693	33829	*	*	*
PETROLEUM	11	14	38716	38749	*	*	*	17	24	38869	38281	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	5	+	25450			
HEALTH SCIENCES	3	5	15200	17403	*	*	*	5	7	17440	18374	*	*	*
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	3	3	25932	25932	*	*	*	3	3	25932	25932	*	*	*
BIOLOGICAL	4	4	33861	33861	*	*	*	4	6	33861	29441	*	*	*
CHEMISTRY	1	2	32760	28880	*	*	*	1	11	32760	31972	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	36803				7	62	34446	36881	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	16	18	34455	35038	*	*	*	16	31	34455	33802	*	*	*
MATHEMATICS (INCL ACTUARI	+	1	+	37000				+	12	+	30244			
PHYSICS	3	4	31264	29624	*	*	*	3	9	31264	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	128	324						298	1287					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	86	+	$47587				+	145	+	$45254			
MBA--TECH	+	34	+	50493				+	45	+	50884			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	121	+	50763				+	174	+	48973			
MBA--TECH	+	70	+	52695				+	108	+	52227			
OVER 4 YEARS														
MBA--NON-TECH	+	64	+	52656				+	118	+	47905			
MBA--TECH	+	40	+	57468				+	53	+	56744			
TOTALS	+	415						+	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	1	1	$42000	$42000	*	*	*	1	2	$42000	50000	*	*	*
ECONOMICS	1	1	42096	42096	*	*	*	1	3	42096	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	4	8	38886	47181	*	*	*	4	14	38886	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	2	5	22500	33400	*	*	*	2	6	22500	32167	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	2	+	47496				1	3	50000	48331	*	*	*
CHEMICAL	13	15	52386	51801	*	*	*	29	40	51798	51113	$54000	$52000	$49000
CIVIL	+	2	+	48492				1	3	37200	44728	*	*	*
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	4	11	44997	49361	*	*	*	9	21	52099	53232	*	*	*
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	1	3	49992	49328	*	*	*	2	10	44496	47712	*	*	*
METALLURGICAL	+	3	+	48800				+	9	+	49969			
SCIENCES														
AGRICULTURE & NAT'L RESRC	5	5	38698	38698	*	*	*	5	7	38698	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	5	11	39922	42695	*	*	*	5	47	39922	44900	*	*	*
GEOLOGICAL SCIENCES	6	7	33776	35937	*	*	*	6	7	33776	35937	*	*	*
MATHEMATICS	+	1	+	35000				+	4	+	34750			
PHYSICS	+	5	+	40718				+	9	+	41385			
POLYMER	+	3	+	48000				+	4	+	47250			
TOTALS	42	86						66	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26433 187 33996/24996	25200 1		27000 1		27720 1		25500 2	
BUSINESS ADMIN (INCL MGMT	23875 4				24000 1	25644 4	25200 1	22675 4	
ECONOM & FINANCE (BANKING	23150 4			25281 16	30000 1	25519 3	23250 2	26899 5	
MANAGEMENT INFO SYSTEMS	30000 3					26908 3	26829 3	26918 6	
MARKETING/MARK MGMT (RESR	15996 1				24998 2	24000 1	15996 1	24996 1	
VISUAL & PERFORMING ARTS						17592 1			
HUMANITIES - OTHER					18000 1				
AEROSPACE & AERONAUTICAL								31250 2	
AGRICULTURAL								24996 2	
ARCHITECTURAL								27400 3	
BIOENGINEERING & BIOMEDIC								30252 2	
CHEMICAL								32714 6	
CIVIL								30477 12	28485 11
COMPUTER					31500 1		30979 5		
ELECTRICAL/ELECTRONIC	31000 2					31851 7	31992 1	30544 8	
INDUSTRIAL						31500 3		29849 5	28900 3
MECHANICAL							33600 1	30229 15	32850 4
ENGINEERING TECHNOLOGY						24000 2	27000 1		27450 4
AGRIBUSINESS								26496 1	
COMPUTER SCIENCE	32000 1						29000 4	31350 1	
INFORMATION SCIENCES & SY	30688 4					28450 1			
ARCHITECTURAL & ENVIRONME		18498 2	17663 4			20400 1			
MATHEMATICS	32000 2			19200 1		27137 5	24600 1	23664 3	

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER	PUBLISHING	
ACCOUNTING	20700	1			20100	1	21333	3		18912	8					
BUSINESS ADMIN (INCL MGMT	14000	1	19998	2	20183	6	22123	4		20055	12					
ECONOM & FINANCE (BANKING	22784	6	20800	3			23408	2		21361	8					
HOTEL/RESTAURANT MGMT.			22500	2	18550	6				21500	1					
MANAGEMENT INFO SYSTEMS							15000	1		25164	3					
MARKETING/MARK MGMT (RESR	20400	1	20600	3	20250	2	20614	7		21094 30000/18000	36					
COMMUNICATIONS										22000	1					
JOURNALISM															22500	2
PHYSICAL EDUCATION			21000	1												
TEXTILES & CLOTHING										24000	3					
LETTERS (incl English, Li										19296	1					
VISUAL & PERFORMING ARTS	17100	1			19992	1				22749	4					
HUMANITIES - OTHER										23000	1					
HISTORY					13440	1	22500	1								
PSYCHOLOGY			21000	1						21744	4	18000	1			
SOCIOLOGY			21000	1												
SOCIAL SCIENCES-OTHER			21000	1												
AGRICULTURAL										29004	2					
COMPUTER							24996	1								
INDUSTRIAL							30402	2								
MECHANICAL							31800	1								
ENGINEERING TECHNOLOGY			30000	1			31992	1								
AGRIBUSINESS			21000	4						20550	2					

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
COMPUTER SCIENCE				18804 1		24000 1			
INFORMATION SCIENCES & SY						27500 2			
ACTUARIAL		20684 3							
ARCHITECTURAL & ENVIRONME	24996 1								
BIOLOGICAL		21000 1				19248 2			
MATHEMATICS						24000 1			

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				24600 4	21000 1	23850 2	23665 3	37500 2	
BUSINESS ADMIN (INCL MGMT				25002 2		20607 5			
DISTRIBUTION MANAGEMENT					17496 1		18000 1		
ECONOM & FINANCE (BANKING	25372 4				38400 1	19556 7	21000 1		
MANAGEMENT INFO SYSTEMS		23796 1	25002 2	28248 2		24750 2			
MARKETING/MARK MGMT (RESR			21996 1	21996 1	26004 1	18100 3			
JOURNALISM					18996 1				
ELEMENTARY EDUCATION					19597 43 33425/17904				
PHYSICAL EDUCATION					19336 4				
SPECIAL EDUCATION					19001 5				
HUMAN ECOLOGY (HOME ECONO								19750 2	13682 1
FOREIGN LANGUAGES						24504 1			
VISUAL & PERFORMING ARTS					17287 5	30000 1			
HUMANITIES - OTHER						19900 1			
HISTORY						18996 1			
POLITICAL SCIENCE/GOVT						19500 4			
PSYCHOLOGY			20004 1					30000 1	
AEROSPACE & AERONAUTICAL						26043 10			
AGRICULTURAL				27600 1					
ARCHITECTURAL				33000 1			25296 1		
BIOENGINEERING & BIOMEDIC									27900 2
CHEMICAL		35052 1		31500 1		25966 3	23700 1		
CIVIL			28298 5	29296 5		23443 9	24952 23 33180/22582		

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER				30600 1		29316 3			30996 1
ELECTRICAL/ELECTRONIC		31917 6		31429 28 34020/30600		29948 11			
INDUSTRIAL		31800 1		29840 3		27951 4			
MECHANICAL		31000 1		31492 9		24943 10	27000 1		
PETROLEUM						24600 1			
ENGINEERING TECHNOLOGY				23048 3					
AGRIBUSINESS	18000 1					15732 1		18000 1	
ANIMAL SCIENCES									17356 3
PLANT SCIENCES				24498 2	18996 1		18492 1		17000 1
NATURAL RESOURCES						20700 1			
OTHER AGRICULTURAL SCIENC							18000 1		
COMPUTER SCIENCE			24600 3			29636 1			17280 1
INFORMATION SCIENCES & SY			24667 9	30600 1					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22167 6	
ACTUARIAL					23496 1	18696 2	18996 1		
ARCHITECTURAL & ENVIRONME				20850 2			23332 3		
BIOLOGICAL							12996 1		
CHEMISTRY									21600 1
GEOLOGY & GEOLOGICAL SCI		26496 2				26994 2			
MATHEMATICS			24000 1		21600 1				

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				29100 4
BUSINESS ADMIN (INCL MGMT					19500 1		16000 1		26400 1
MANAGEMENT INFO SYSTEMS						24804 1			
MARKETING/MARK MGMT (RESR						24492 1	29736 1		24998 2
PHYSICAL EDUCATION			18000 1						
POLITICAL SCIENCE/GOVT								29400 1	
AEROSPACE & AERONAUTICAL					30674 53 37992/27996		28800 1		
AGRICULTURAL						21996 1			
ARCHITECTURAL								29867 14	
BIOENGINEERING & BIOMEDIC					28998 2				
CHEMICAL					34200 1			34200 1	35140 147 39000/33960
CIVIL					25777 4	26000 1	28800 1	28931 20 34200/27000	32220 2
COMPUTER					31002 2				34200 1
ELECTRICAL/ELECTRONIC					31139 30 38952/28080		32892 5	31590 2	34299 17
INDUSTRIAL					30479 17				30333 3
MECHANICAL					30046 33 33600/27564	30492 1	32600 5	31283 7	35039 40 46200/32880
ENGINEERING TECHNOLOGY					28290 6	27996 1		28748 12	29165 3
AGRIBUSINESS						22668 3			
ANIMAL SCIENCES				21500 2					
PLANT SCIENCES	22998 2					21098 5			
OTHER AGRICULTURAL SCIENC						22992 1			
COMPUTER SCIENCE					30582 2				30967 3
INFORMATION SCIENCES & SY					26775 4				

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACTUARIAL				12600 2		19074 4			16800 1
ARCHITECTURAL & ENVIRONME								27214 24 35004/23496	
CHEMISTRY									31282 6
MATHEMATICS					30130 6				
PHYSICS					30192 1				

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING								24750 2	26285 34 32640/25200
BUSINESS ADMIN (INCL MGMT			23748 4						25851 6
ECONOM & FINANCE (BANKING	27036 1		23000 1						26142 2
MANAGEMENT INFO SYSTEMS	30600 1	24996 1							29046 13
MARKETING/MARK MGMT (RESR	23802 2	29004 1	22457 5	24498 2					27370 6
VISUAL & PERFORMING ARTS			23400 1						23400 1
AEROSPACE & AERONAUTICAL	33800 3								31000 1
AGRICULTURAL			29873 8						
ARCHITECTURAL									33413 8
BIOENGINEERING & BIOMEDIC		32196 1							
CHEMICAL	36060 1	34610 6	35498 2	35400 2			34400 1	34050 2	36539 82 52800/33996
CIVIL	29500 1	30750 2			28800 1			32400 1	31480 24 37200/27888
COMPUTER	31682 7	31596 2							31366 6
ELECTRICAL/ELECTRONIC	32324 44 34200/30504	31750 72 35544/30492	31750 4		32467 3			34260 5	33716 24 37200/32580
INDUSTRIAL		30600 1	30264 3		29475 4				31488 5
MECHANICAL	32302 5	30392 7	36165 12		29496 1		34699 1	32633 3	35152 91 44400/30600
PETROLEUM									35953 41 52500/28800
ENGINEERING TECHNOLOGY	28181 3	27790 9			31500 2	32004 1		27132 3	30127 11
AGRIBUSINESS			26700 2						28650 2
PLANT SCIENCES								18246 2	
COMPUTER SCIENCE	30000 2								29255 11
INFORMATION SCIENCES & SY	28200 1								29788 5
ACTUARIAL									24000 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ARCHITECTURAL & ENVIRONME									31404 1
CHEMISTRY			28704 1						33660 3
GEOLOGY & GEOLOGICAL SCI									25878 2
MATHEMATICS	30208 3								
PHYSICS	30204 1								
OTHER PHYSICAL & EARTH SC								18000 1	

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						24996 2	19500 2
BUSINESS ADMIN (INCL MGMT							25750 4
ECONOM & FINANCE (BANKING							22748 2
HOTEL/RESTAURANT MGMT.							20000 1
MANAGEMENT INFO SYSTEMS					27000 1		
MARKETING/MARK MGMT (RESR	12000 1				20998 2	24378 4	24240 5
ELEMENTARY EDUCATION							21000 2
VISUAL & PERFORMING ARTS							15000 1
PSYCHOLOGY							19992 1
AEROSPACE & AERONAUTICAL						30102 4	
BIOENGINEERING & BIOMEDIC			28500 1				
CHEMICAL		36000 1				35039 9	
CIVIL			25050 4			29373 4	
COMPUTER						32040 3	
ELECTRICAL/ELECTRONIC			29550 2			30932 3	29801 6
INDUSTRIAL						32004 1	29667 3
MECHANICAL			30068 3		32448 2	32636 5	31800 5
ENGINEERING TECHNOLOGY		25200 1	22296 2		18996 1	28682 6	31200 5
AGRIBUSINESS						24000 1	
ANIMAL SCIENCES							16000 1
PLANT SCIENCES						33000 1	
INFORMATION SCIENCES & SY						28500 2	31500 1
ACTUARIAL						30996 2	15498 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ARCHITECTURAL & ENVIRONME						28800 1	27000 1
CHEMISTRY							30000 1
GEOLOGY & GEOLOGICAL SCI			39996 1				17154 2

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26317 199 33996/24500	25200 1		25382 17	24399 5	25321 13	24026 7	25706 18	
BACHELOR - TECHNICAL	31194 9	18498 2	17663 4	19200 1	31500 1	28947 19	29853 13	29885 60 38000/26496	29147 22 36000/26000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20890 10	20943 14	19202 17	21172 18		21140 82 30000/18200	18000 1		22500 2
BACHELOR - TECHNICAL	24996 1	21895 9		28066 6		24060 10			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25372 4	23796 1	23001 4	25211 9	19731 62 38400/17000	20845 27 30000/16800	21999 5	28900 5	13682 1
BACHELOR - TECHNICAL	18000 1	31122 11	25627 18	30045 57 34020/24996	21364 3	26034 58 37200/20700	23890 33 33180/18996	21625 8	20649 11

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			18000 1		22950 2	24648 2	22868 2	29400 1	27542 7
BACHELOR - TECHNICAL	22998 2			17050 4	30285 161 38952/27500	22310 17	32088 12	28890 80 35580/24504	34640 223 48000/32496

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26310 4	27000 2	23061 11	24498 2				24750 2	26876 62 32640/25200
BACHELOR - TECHNICAL	31917 71 39996/29500	31440 100 37500/29292	32620 32 43836/28800	35400 2	30600 11	32004 1	34550 2	29740 17	34419 318 52800/28800

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	12000 1				22999 3	24584 6	22538 18
BACHELOR - TECHNICAL		30600 2	27892 13		27964 3	31291 42 39600/27996	27874 27 36000/16308

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26357 194 33996/24000	24149 39 30000/19000							25647 4
BUSINESS ADMIN (INCL MGMT	19250 2		24000 1			21334 1			
ECONOM & FINANCE (BANKING	24996 1	24946 4	24301 5	25583 6	24000 1		23997 4		24727 12
MANAGEMENT INFO SYSTEMS	26801 5								24996 1
MARKETING/MARK MGMT (RESR	15996 1				25000 1				
VISUAL & PERFORMING ARTS		15000 1							17100 1
HUMANITIES - OTHER								18000 1	
AGRICULTURAL									24996 1
AGRIBUSINESS							18000 1		
MATHEMATICS				19200 1					

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		20400 2	22992 1						
ECONOM & FINANCE (BANKING	20004 1	20815 1	26000 1						
MARKETING/MARK MGMT (RESR	24996 1	15000 2	22859 5						
JOURNALISM				18996 1					18000 1
FOREIGN LANGUAGES								24504 1	
VISUAL & PERFORMING ARTS								18168 2	
HISTORY			22500 1						
ACTUARIAL								15498 2	
ARCHITECTURAL & ENVIRONME				19296 3				24996 1	
GEOLOGY & GEOLOGICAL SCI						17154 2			

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23750 2
BUSINESS ADMIN (INCL MGMT		29800 3		24996 1	24000 4	26004 2	22557 7		
DISTRIBUTION MANAGEMENT				17496 1					
ECONOM & FINANCE (BANKING		22776 2	19000 1		15600 1		28000 1	26496 1	26004 1
MANAGEMENT INFO SYSTEMS		24804 1							
MARKETING/MARK MGMT (RESR	24000 1	26460 5	21938 8	23065 3	26664 3		22596 31 30000/17500		
JOURNALISM							27000 1		
TEXTILES & CLOTHING			24000 3						
VISUAL & PERFORMING ARTS			25998 2				23100 4		
HUMANITIES - OTHER			23000 1						
POLITICAL SCIENCE/GOVT							29400 1		
PSYCHOLOGY		22500 1					20004 1		
AGRICULTURAL		27668 3	30000 1				29004 1		
CHEMICAL		35400 2							
CIVIL							30996 1		
COMPUTER					27996 1				
ELECTRICAL/ELECTRONIC							33100 2		
INDUSTRIAL							26400 1		
MECHANICAL							33200 1		
ENGINEERING TECHNOLOGY		27498 2	30000 1		34992 1	22992 1	26970 17		
AGRIBUSINESS		26127 4					23959 5	15732 1	
PLANT SCIENCES			19992 1				33000 1		
ACTUARIAL		24000 2					28096 3		

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES		EXECUTIVE, LEG	FINANC,TAXA, M
ARCHITECTURAL & ENVIRONME							19992	1		
BIOLOGICAL							18996	1		
CHEMISTRY							24000	1		

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			21000 1						
ECONOM & FINANCE (BANKING			18079 5						
MANAGEMENT INFO SYSTEMS			21996 1						
MARKETING/MARK MGMT (RESR			18100 3						
HUMANITIES - OTHER			19900 1						
HISTORY			18996 1						
POLITICAL SCIENCE/GOVT			19500 4						
AEROSPACE & AERONAUTICAL			21000 1				29900 16		30430 2
AGRICULTURAL							24996 1	27600 1	
ARCHITECTURAL							30728 26 35580/27000		
BIOENGINEERING & BIOMEDIC						30564 3			
CHEMICAL							37440 5	30100 3	35179 27 39120/33600
CIVIL			22664 3			25010 5	28611 64 38000/23000	27407 17	29496 3
COMPUTER			26244 1				30000 1		
ELECTRICAL/ELECTRONIC			27000 1			26500 1	32264 30 37500/29448	35400 1	32919 18
INDUSTRIAL									29418 23 37200/27500
MECHANICAL			21604 3				32825 54 37980/28800		33251 37 42000/27000
PETROLEUM							31689 4		38744 9
ENGINEERING TECHNOLOGY							26250 4		29013 7
PLANT SCIENCES								34992 1	
NATURAL RESOURCES			20700 1						
ARCHITECTURAL & ENVIRONME					24000 2		27562 5	13500 1	29400 1
GEOLOGY & GEOLOGICAL SCI			26994 2						

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING	27720 1								
AEROSPACE & AERONAUTICAL	30322 9	31896 1	32432 7		28589 10	30003 11			30578 16
AGRICULTURAL					34992 1			33996 3	
ARCHITECTURAL						27000 1			
BIOENGINEERING & BIOMEDIC									27600 3
CHEMICAL					37309 15	35040 2	35403 196 52200/33960	34212 3	33428 13
CIVIL		32000 1				26000 1	30167 3	26874 2	28902 28 36000/24996
COMPUTER	30768 3		31674 4						31068 3
ELECTRICAL/ELECTRONIC	32145 25 38952/30804	32414 26 36000/31000	32279 20 34620/30500	31804 25 34400/29500	32018 16	30355 11	31643 8	31855 25 35500/30000	31624 64 36000/30000
INDUSTRIAL		29700 1			32004 1	31200 1		32748 4	30633 21 41220/28500
MECHANICAL	30179 16	29733 3	33100 1	33980 5	31432 15	30043 7	34898 24 38400/32700	35342 35 46200/33000	33264 61 44400/27996
PETROLEUM					37002 2		36180 10	33150 2	34741 15
ENGINEERING TECHNOLOGY			27833 3	32000 1	29400 1		29600 2	29738 12	29018 20 34992/24000
COMPUTER SCIENCE	25501 4								
ARCHITECTURAL & ENVIRONME					29400 3			30068 3	27704 9
CHEMISTRY							29028 7		42000 1
GEOLOGY & GEOLOGICAL SCI									39996 1
MATHEMATICS	30112 3		28992 1						27825 7
PHYSICS			30204 1						30192 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				37500 2					
HUMAN ECOLOGY (HOME ECONO	13682 1								19750 2
PSYCHOLOGY									30000 1
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									17356 3
PLANT SCIENCES									17000 1
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2
CHEMISTRY									21600 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING							26748 2		
BUSINESS ADMIN (INCL MGMT						26550 2			
MANAGEMENT INFO SYSTEMS					27690 13	19260 2	27969 16		
MARKETING/MARK MGMT (RESR							28200 1		
PHYSICAL EDUCATION		18000 1							
AGRICULTURAL									21996 1
COMPUTER					30978 15		33060 5		
ELECTRICAL/ELECTRONIC					33504 1	40500 1			
ANIMAL SCIENCES									19667 3
PLANT SCIENCES									19664 6
COMPUTER SCIENCE					28386 21 33000/25800		29316 4		
INFORMATION SCIENCES & SY					26960 23 31500/24000	30600 2	27500 1		
ACTUARIAL									16718 5
MATHEMATICS					28374 4		26046 2		
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		26569 15		19364 3					
BUSINESS ADMIN (INCL MGMT		24867 6	23247 2	20539 27 34236/18000			18000 1		
DISTRIBUTION MANAGEMENT								18000 1	
ECONOM & FINANCE (BANKING		26812 8		21649 12					38400 1
HOTEL/RESTAURANT MGMT.				19780 10					
MANAGEMENT INFO SYSTEMS		29498 2		28602 2					
MARKETING/MARK MGMT (RESR		24996 1		20794 27 26760/18000					
COMMUNICATIONS				22000 1					
ELEMENTARY EDUCATION		18400 1							19688 44 33425/17904
PHYSICAL EDUCATION				21000 1					19336 4
SPECIAL EDUCATION									19001 5
LETTERS (incl English, Li				19296 1					
VISUAL & PERFORMING ARTS			17592 1	19992 1					18375 4
HISTORY						13440 1			
PSYCHOLOGY			18000 1	21094 5					
SOCIOLOGY				21000 1					
SOCIAL SCIENCES-OTHER				21000 1					
AEROSPACE & AERONAUTICAL		33000 1							
AGRICULTURAL				18000 1					
BIOENGINEERING & BIOMEDIC		30252 2							
CHEMICAL		30000 1							
CIVIL	29700 1	27504 1							
ELECTRICAL/ELECTRONIC		29831 3		29200 1				36000 1	

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL		30174 6							
MECHANICAL		31800 1							
ENGINEERING TECHNOLOGY				26119 5				24000 1	
AGRIBUSINESS		26496 1		20700 5					
PLANT SCIENCES				21164 3			19002 2		
OTHER AGRICULTURAL SCIENC							20496 2		
COMPUTER SCIENCE		31675 2							
INFORMATION SCIENCES & SY		30688 4							
ACTUARIAL				18513 4			16398 2		23496 1
ARCHITECTURAL & ENVIRONME	21157 8			27504 1			24498 2		
BIOLOGICAL				20250 2					12996 1
CHEMISTRY								39090 2	
GEOLOGY & GEOLOGICAL SCI							26187 4		
MATHEMATICS		26998 5							21600 1

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26240 203 33996/24000	24014 44 30000/19000	24251 6	25583 6	24500 2	21334 1	23997 4	18000 1	24522 18
BACHELOR - TECHNICAL				19200 1			18000 1		24996 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22500 2	18323 5	23224 8	18996 1				20280 3	18000 1
BACHELOR - TECHNICAL				19296 3		17154 2		18664 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24000 1	26213 12	22766 15	22338 5	23949 8	26004 2	22938 46 30000/17500	26496 1	24501 3
BACHELOR - TECHNICAL		27793 13	26664 3		31494 2	22992 1	26982 35 36000/19992	15732 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19037 16						
BACHELOR - TECHNICAL			23478 12		24000 2	27027 9	30765 210 52800/24996	27822 24 39600/23700	32912 127 52500/27588

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27720 1								
BACHELOR - TECHNICAL	30734 60 38952/27600	32049 32 36000/30000	31750 37 39996/30000	32161 31 38100/30000	32623 64 51600/27996	30250 34 35400/26500	34977 250 52200/31500	32990 89 46200/29004	31419 263 44400/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	13682 1			37500 2					23167 3
BACHELOR - TECHNICAL	18133 3		25000 4						17709 8

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		18000 1			27690 13	22905 4	27853 19		
BACHELOR - TECHNICAL					28561 64 34020/24000	33900 3	30180 12		18786 16

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26201 33 32000/24996	20521 4	20855 92 34236/18000		13440 1	18000 1	18000 1	19836 58 38400/17000
BACHELOR - TECHNICAL	22106 9	29664 27 33000/27000		22129 22 29200/19500			22128 12	34545 4	19364 3

AVERAGE SALARY OFFERS APRIL 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28000 1			30800 5		39600 1			
MBA--TECH	34623 4			31992 1	45000 1	31992 1		33246 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1		24500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1								30799 9
MBA--TECH									37332 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990, through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	6	383	$24667	$28043	*	*	*	268	2673	$25993	$26414	$29000	$26000	$23000
BUSINESS ADMIN (INCL MGMT	6	75	20333	23955	*	*	*	69	583	22207	22888	26700	21334	18000
DISTRIBUTION MANAGEMENT	+	13	+	27205				2	47	17748	25816	*	*	*
ECONOM & FINANCE (BANKING	2	170	18100	25676	*	*	*	71	768	23708	24623	27996	24996	18200
HOTEL/RESTAURANT MGMT.	+	1	+	19000				10	32	19780	19974	*	*	*
HUMAN RSRCS (incl LABOR R	+	1	+	21000				+	55	+	23766			
MANAGEMENT INFO SYSTEMS	1	54	27000	28155	*	*	*	44	283	27159	27424	30300	27504	24000
MARKETING/MARK MGMT (RESR	5	118	24200	24222	*	*	*	98	741	22262	22959	27000	21998	18000
REAL ESTATE	+	4	+	28875				+	18	+	25520			
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				+	25	+	18287			
COMMUNICATIONS	+	34	+	21501				1	149	22000	20483	*	*	*
JOURNALISM	+	8	+	17088				3	52	21332	17436	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	7	23	20071	16670	*	*	*	52	299	19714	18970	21804	19992	17904
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	23	+	16783			
PHYSICAL EDUCATION	1	4	21000	16150	*	*	*	7	35	19620	19063	*	*	*
SPECIAL EDUCATION	+	2	+	18000				5	59	19001	19860	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	1	14000	14000	*	*	*	1	1	14000	14000	*	*	*
TEXTILES & CLOTHING	+	4	+	20250				3	32	24000	20986	*	*	*
MERCHANDISING MANAGEMENT	1	7	12000	23500	*	*	*	1	35	12000	19368	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	5	23000	20901	*	*	*	2	15	23752	21398	*	*	*
LETTERS (incl English, Li	+	14	+	19113				1	72	19296	19200	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				16	50	20245	19057	*	*	*
HUMANITIES - OTHER	+	9	+	22256				3	55	20300	24480	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	15	+	20639			
HISTORY	+	9	+	19233				3	21	18312	20365	*	*	*
POLITICAL SCIENCE/GOVT	1	18	18000	25057	*	*	*	6	79	20900	22904	*	*	*
PSYCHOLOGY	+	19	+	19006				9	87	21775	19843	*	*	*
SOCIOLOGY	1	6	25000	17836	*	*	*	2	26	23000	20800	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	22917				1	32	21000	19757	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	27	30543	30713	*	*	*	81	177	30173	30541	32900	30792	26252
AGRICULTURAL	+	3	+	29667				14	32	28327	29802	*	*	*
ARCHITECTURAL	+	2	+	26500				27	31	30590	30056	34600	31200	27000
BIOENGINEERING & BIOMEDIC	+	10	+	30432				6	30	29375	30685	*	*	*
CHEMICAL	50	311	34687	35216	$37000	$35520	$33000	317	1235	35231	35202	37100	35460	33060
CIVIL	13	132	29794	29260	*	*	*	143	640	28431	27988	33000	28200	23004
COMPUTER	+	72	+	31328				33	220	31104	31314	33000	31500	28800
ELECTRICAL/ELECTRONIC	37	350	32290	32427	35520	32100	30000	317	1547	32005	31843	34600	32000	29970

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29600				+	2	+	$29600			
INDUSTRIAL	2	194	$30500	30934	*	*	*	60	582	$30204	30878	$32004	$30228	$27500
MECHANICAL	21	450	33197	32571	$37100	$33000	$30240	284	1746	33064	32305	37300	33500	28320
METALLURGICAL	+	21	+	33079				+	107	+	32404			
MINING (INCL GEOLOGICAL)	+	10	+	31348				+	26	+	29879			
NUCLEAR	+	6	+	33510				+	22	+	31456			
PETROLEUM	3	14	34033	36033	*	*	*	45	100	35573	35518	39600	36900	28200
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	3	13	25533	26893	*	*	*	81	175	28174	29135	32500	28992	23500
INDUSTRIAL TECHNOLOGY	1	1	30480	30480	*	*	*	1	26	30480	25955	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	23833				18	71	22557	22337	*	*	*
ANIMAL SCIENCES	1	2	20000	16500	*	*	*	7	22	18724	17652	*	*	*
PLANT SCIENCES	+	+	+	+				15	23	21631	21694	*	*	*
NATURAL RESOURCES	3	3	19500	19500	*	*	*	4	8	19800	18863	*	*	*
OTHER AGRICULTURAL SCIENC	+	2	+	20000				2	29	20496	23697	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	136	30067	30651	*	*	*	34	599	28498	29685	31564	29150	24000
COMPUTER PROGRAMMING	+	10	+	29784				+	44	+	28792			
INFORMATION SCIENCES & SY	1	11	29700	26668	*	*	*	31	191	27782	28330	30840	28000	24000
SYSTEMS ANALYSIS	+	1	+	33960				+	4	+	29360			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				3	49	18133	26230	*	*	*
HEALTH SCIENCES	+	2	+	16400				6	23	22167	20318	*	*	*
NURSING	+	1	+	26686				+	24	+	26633			
PHARMACY	+	+	+	+				+	20	+	33790			
SCIENCES														
ACTUARIAL	+	33	+	31681				19	60	19854	27610	*	*	*
ARCHITECTURAL & ENVIRONME	+	5	+	26080				40	59	25127	25154	29400	27000	18000
BIOLOGICAL	+	5	+	19040				4	35	18123	20965	*	*	*
CHEMISTRY	+	5	+	27740				12	70	30748	28733	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	2	19200	19400	*	*	*	10	20	25224	22541	*	*	*
MATHEMATICS	+	26	+	28194				24	133	27312	26107	32000	29046	21600
PHYSICS	+	4	+	33000				2	17	30198	27848	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	16305				1	3	18000	21435	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	179	2863						2321	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	3	326	$26000	$28407	*	*	*	206	2122	$26237	$26707	$29496	$26004	$24000
ACCOUNTING (PRIVATE)	4	71	19800	25563	*	*	*	48	576	23663	25035	27396	25200	18200
COMMERCIAL BANKING (CNSMR	1	14	17000	21652	*	*	*	7	91	23215	20797	*	*	*
COMMERCIAL BANKING (LENDG	+	17	+	24182				7	86	24671	23053	*	*	*
INVESTMT BANKING (CORP FN	+	9	+	27233				2	27	24500	28021	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	30333				1	8	21334	26767	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	27500				5	12	22798	25099	*	*	*
INVESTMT BANKG (SALES & T	+	1	+	18000				1	12	18000	19421	*	*	*
FINANCIAL/TREASURY ANALYS	+	53	+	28118				19	277	24547	26748	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	14	+	24964				2	39	22500	22179	*	*	*
UNDERWRITING	+	11	+	25455				5	52	18323	22850	*	*	*
INSURANCE - CLAIMS	+	11	+	21849				8	63	23224	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				4	18	19221	20197	*	*	*
MEDIA PLANNING	+	1	+	25000				+	10	+	19944			
REPORTING	+	3	+	18941				2	13	17154	16424	*	*	*
PRODUCTION	+	5	+	25500				+	25	+	25079			
PUBLIC RELATIONS	+	5	+	20272				6	39	19472	20900	*	*	*
WRITING / EDITING	+	4	+	17500				1	32	18000	17969	*	*	*
MARKETING														
ADVERTISING	+	2	+	24000				1	34	24000	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	+	16	+	26625				25	104	27035	25819	30000	26400	24000
BUYER/MERCHANDISING	1	17	12000	23662	*	*	*	19	139	22815	22966	*	*	*
DISTRIBUTION	+	15	+	27937				5	57	22338	26988	*	*	*
MARKET RESEARCH	+	15	+	25990				10	47	25458	25246	*	*	*
PURCHASING	+	5	+	22140				3	33	25000	23747	*	*	*
SALES	3	140	25833	24546	*	*	*	84	816	24727	24671	31512	24396	18996
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				2	22	21114	20535	*	*	*
FINANC,TAXA, MONETARY POL	+	11	+	23637				3	35	24501	23347	*	*	*
ECONOMIC PROGRAMS	+	3	+	26533				+	14	+	26664			
LAW ENFORCEMENT	+	10	+	32868				+	24	+	27987			
MILITARY	2	9	22000	21593	*	*	*	30	80	21011	21673	25500	21000	16308
NATIONAL SECURITY	+	1	+	27000				+	3	+	26900			
URBAN / REGIONAL PLANNING	+	8	+	25684				2	11	24000	25543	*	*	*
ENGINEERING														
BIOENGINEERING	+	3	+	33407				9	21	27027	30103	*	*	*
DESIGN / CONSTRUCT	29	156	32153	31528	$35500	$32000	$29000	239	871	30934	30253	35500	31460	25296
ENVIRONMENTAL/SANITATION	5	41	32643	30683	*	*	*	29	113	28653	29182	35400	28000	23700
MANUFACTURING/INDUSTRIAL	14	175	32756	32036	*	*	*	141	1059	32896	32171	37000	33500	27888
SYSTEMS / PROGRAMMING	12	82	32168	31458	*	*	*	73	247	30928	31185	33400	31020	27720
POWER SYSTEMS	8	62	30986	31758	*	*	*	40	240	31836	31865	35500	31512	29970
SOFTWARE DESIGN & DEVELOP	2	43	30125	32702	*	*	*	39	189	31675	31746	34000	31692	30000
HARDWARE DESIGN & DEVELOP	5	45	30340	33049	*	*	*	36	165	31909	32173	34200	32100	29500

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	6	66	$31915	$33095	*	*	*	70	400	$32563	$32255	$36500	$32400	$27500
TESTING	5	19	31260	31422	*	*	*	39	145	30380	30668	33500	31000	26000
PROCESS ENGINEERING	41	209	34769	35168	$37000	$35520	$33600	291	935	34948	35064	37200	35400	31992
PROJECT ENGINEERING	2	150	33600	33119	*	*	*	91	619	33003	32577	36500	33000	29004
OTHER ENGINEERING	10	452	30312	31843	*	*	*	273	1341	31378	31520	36900	31200	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				3	20	18133	22714	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	1	1	14000	14000	*	*	*	5	11	22800	21610	*	*	*
NURSES / PERSONAL CARE	+	1	+	26686				2	27	37500	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	18	+	25980			
PHARMACIST	+	+	+	+				+	10	+	35363			
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				+	6	+	23297			
OTHER HEALTH RELATED	+	4	+	18125				9	37	19074	20310	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	5	+	17265				+	19	+	18084			
COUNSELING	+	9	+	17529				1	37	18000	16995	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	18200				+	6	+	17350			
SOCIAL WORK	+	6	+	17336				+	25	+	18257			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	3	79	29733	28975	*	*	*	80	528	28463	28594	32148	28800	24000
INFORMATION SYSTEMS	1	42	29700	30871	*	*	*	8	256	27878	28058	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	67	28000	31277	*	*	*	32	297	28730	29931	31564	28100	26004
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	45	+	31680				+	67	+	30931			
AGRICULTURE/NAT'L RESOURC	4	10	19625	21150	*	*	*	20	91	18954	20551	24492	18246	15000
ARCHITECTURE	+	2	+	22100				9	16	22106	22053	*	*	*
CONSULTING	+	101	+	29947				60	395	27759	28767	32000	27502	24996
HUMAN RESRCS /INDUS RELS	+	3	+	25333				4	49	20521	23249	*	*	*
MANAGEMENT TRAINEE	9	135	21833	24079	*	*	*	123	833	21154	22065	26000	20604	18000
MATH/STATISTICIANS	+	5	+	23237				+	16	+	22895			
PARALEGAL	1	2	20000	19000	*	*	*	2	10	16720	17074	*	*	*
RESEARCHERS NON-TECHNICAL	+	3	+	15687				13	24	21810	21192	*	*	*
RESEARCHERS - TECHNICAL	+	5	+	25972				5	34	31236	27650	*	*	*
TEACHING	6	27	19250	17404	*	*	*	67	485	19762	19070	21996	19992	16992
TOTALS	179	2863						2321	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	22	34	$33050	$31997	$35104	$31000	$30000	100	178	$30898	$29687	$34500	$30000	$27000
MBA--NON-TECH	+	63	+	38015				21	256	31315	35972	36500	31000	28000
MBA--TECH	+	8	+	39250				12	63	35497	38274	*	*	*
MS-BUSINESS	+	1	+	43400				+	20	+	34165			
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	2	5	42000	36390	*	*	*	6	38	34283	37222	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	1	7	49000	33086	*	*	*	1	25	49000	30838	*	*	*
MANAGEMENT INFORMATION SY	5	7	38000	36940	*	*	*	11	19	34666	34711	*	*	*
MARKETING/MKTNG MGT (RESE	4	4	34063	34063	*	*	*	6	12	33458	35540	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				+	4	+	26550			
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	4	4	26750	26750	*	*	*	6	13	24833	26702	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				1	24	16000	22337	*	*	*
PHYSICAL EDUCATION	+	+	+	+				4	5	36024	33719	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	1	1	24000	24000	*	*	*	2	26	21000	22311	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	1	22700	22700	*	*	*	1	2	22700	24350	*	*	*
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	2	+	19500			
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				2	26	33594	24731	*	*	*
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

SWPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	1	12	$40020	$36136	*	*	*	7	30	$36127	$35387	*	*	*
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	1	1	30000	30000	*	*	*	1	2	30000	36000	*	*	*
CHEMICAL	+	4	+	37565				6	52	34768	36991	*	*	*
CIVIL	7	11	32087	32255	*	*	*	33	113	32444	32109	$36000	$32400	$28000
COMPUTER	+	+	+	+				5	20	34423	34655	*	*	*
ELECTRICAL/ELECTRONIC	1	37	32000	37370	*	*	*	35	176	37362	36975	41000	38004	35000
INDUSTRIAL	+	15	+	37887				7	56	34641	36033	*	*	*
MECHANICAL	3	34	38560	37502	*	*	*	23	158	38671	36982	41071	38400	36500
METALLURGICAL	+	1	+	36000				1	21	42000	37120	*	*	*
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	3	+	35521				4	9	33693	34393	*	*	*
PETROLEUM	1	1	36000	36000	*	*	*	18	25	38710	38190	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				+	7	+	25635			
HEALTH SCIENCES	+	+	+	+				5	7	17440	18374	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	1	1	14400	14400	*	*	*	1	1	14400	14400	*	*	*
ARCHITECTURAL & ENVIRONME	+	+	+	+				3	3	25932	25932	*	*	*
BIOLOGICAL	+	+	+	+				4	6	33861	29441	*	*	*
CHEMISTRY	+	4	+	31000				1	15	32760	31713	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	24	+	36852				7	86	34446	36873	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	3	+	25067				16	34	34455	33031	*	*	*
MATHEMATICS (INCL ACTUARI	+	6	+	33117				+	18	+	31201			
PHYSICS	+	+	+	+				3	9	31264	29796	*	*	*
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	55	297						353	1584					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	43	+	$46322				+	188	+	$45498			
MBA--TECH	+	17	+	48894				+	62	+	50338			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	3	85	$36867	48912	*	*	*	3	259	$36867	48953	*	*	*
MBA--TECH	2	37	41300	54009	*	*	*	2	145	41300	52682	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	+	38	+	45826				+	156	+	47399			
MBA--TECH	+	20	+	54620				+	73	+	56162			
TOTALS	5	240						5	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				1	2	$42000	50000	*	*	*
ECONOMICS	+	+	+	+				1	3	42096	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				4	14	38886	42446	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	$36000				+	2	+	32520			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				2	6	22500	32167	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	28200				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	+	+	+				1	3	50000	48331	*	*	*
CHEMICAL	17	41	$51749	50254	*	*	*	46	81	51780	50678	$53040	$52000	$50880
CIVIL	+	+	+	+				1	3	37200	44728	*	*	*
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	3	4	59733	56300	*	*	*	12	25	54007	53723	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	6	+	46832				2	16	44496	47382	*	*	*
METALLURGICAL	+	7	+	46396				+	16	+	48406			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				5	7	38698	37227	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	8	+	43726				5	55	39922	44729	*	*	*
GEOLOGICAL SCIENCES	+	2	+	41350				6	9	33776	37140	*	*	*
MATHEMATICS	+	+	+	+				+	4	+	34750			
PHYSICS	+	+	+	+				+	9	+	41385			
POLYMER	+	+	+	+				+	4	+	47250			
TOTALS	20	70						86	269					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22,80 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26426 190 33996/24960	25200 1		22500 2		27720 1		25500 2	
BUSINESS ADMIN (INCL MGMT	23875 4			17000 1	24000 1	25644 4	25200 1	22675 4	
ECONOM & FINANCE (BANKING	23150 4			24852 17	30000 1	25519 3	23250 2	26899 5	
MANAGEMENT INFO SYSTEMS	30000 3					26908 3	26829 3	26918 6	
MARKETING/MARK MGMT (RESR	15996 1				24998 2	24000 1	15996 1	24996 1	
VISUAL & PERFORMING ARTS						17592 1			
HUMANITIES - OTHER					18000 1				
AEROSPACE & AERONAUTICAL								31250 2	
AGRICULTURAL								24996 2	
ARCHITECTURAL								27400 3	
BIOENGINEERING & BIOMEDIC								30252 2	
CHEMICAL								33353 9	
CIVIL								29357 20 38000/27000	28485 11
COMPUTER					31500 1		30979 5		
ELECTRICAL/ELECTRONIC	31000 2					31851 7	34344 3	31115 11	
INDUSTRIAL						31500 3		29849 5	28900 3
MECHANICAL							33600 1	30219 18	32850 4
ENGINEERING TECHNOLOGY						24000 2	27000 1		27450 4
AGRIBUSINESS								26496 1	
COMPUTER SCIENCE	30000 2						29000 4	31350 1	
INFORMATION SCIENCES & SY	30688 4					28450 1			
ARCHITECTURAL & ENVIRONME		18498 2	17663 4			20400 1			
GEOLOGY & GEOLOGICAL SCI									19200 1

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MATHEMATICS	32000 2			19200 1		27137 5	24600 1	23664 3	

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	20700 1		20100 1	21333 3		18912 8			
BUSINESS ADMIN (INCL MGMT	14000 1	19998 2	20255 9	22123 4	15000 1	20055 12			
ECONOM & FINANCE (BANKING	22784 6	20800 3		23408 2		21010 9			
HOTEL/RESTAURANT MGMT.		22500 2	18550 6			21500 1			
MANAGEMENT INFO SYSTEMS				15000 1		25164 3			
MARKETING/MARK MGMT (RESR	30200 2	20600 3	18167 3	20614 7	20000 1	21051 37 30000/18000			
COMMUNICATIONS						22000 1			
JOURNALISM									22500 2
ELEMENTARY EDUCATION						25000 1			
PHYSICAL EDUCATION		21000 1							
TEXTILES & CLOTHING						24000 3			
MERCHANDISING MANAGEMENT						12000 1			
LETTERS (incl English, Li						19296 1			
VISUAL & PERFORMING ARTS	17100 1		19992 1			22749 4			
HUMANITIES - OTHER						23000 1			
HISTORY			13440 1	22500 1					
POLITICAL SCIENCE/GOVT						18000 1			
PSYCHOLOGY		21000 1				21744 4	18000 1		
SOCIOLOGY		21000 1							
SOCIAL SCIENCES-OTHER		21000 1							
AGRICULTURAL						29004 2			
COMPUTER				24996 1					
INDUSTRIAL				30402 2					

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MECHANICAL				31800 1					
ENGINEERING TECHNOLOGY		30000 1		31992 1					
AGRIBUSINESS		21000 4				20550 2			
COMPUTER SCIENCE				18804 1		24000 1			
INFORMATION SCIENCES & SY						28233 3			
ACTUARIAL		20684 3							
ARCHITECTURAL & ENVIRONME	24996 1								
BIOLOGICAL		21000 1				19248 2			
MATHEMATICS						24000 1			

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING				24600 4	21000 1	23850 2	23665 3	37500 2	
BUSINESS ADMIN (INCL MGMT				25002 2		20607 5			
DISTRIBUTION MANAGEMENT					17496 1		18000 1		
ECONOM & FINANCE (BANKING	25372 4				38400 1	19556 7	21000 1		
MANAGEMENT INFO SYSTEMS		23796 1	25002 2	28248 2		24750 2			
MARKETING/MARK MGMT (RESR			21996 1	21996 1	26004 1	18100 3			
JOURNALISM					18996 1				
ELEMENTARY EDUCATION					19554 49 33425/16992				
PHYSICAL EDUCATION					19336 4		21000 1		
SPECIAL EDUCATION					19001 5				
HUMAN ECOLOGY (HOME ECONO									14000 1
FOREIGN LANGUAGES						23752 2			
VISUAL & PERFORMING ARTS					17287 5	30000 1			
HUMANITIES - OTHER						19900 1			
HISTORY						18996 1			
POLITICAL SCIENCE/GOVT						19500 4			
PSYCHOLOGY			20004 1					30000 1	
AEROSPACE & AERONAUTICAL						26078 12			
AGRICULTURAL				27600 1					
ARCHITECTURAL				33000 1			25296 1		
BIOENGINEERING & BIOMEDIC									27900 2
CHEMICAL		35052 1		31500 1		26628 7	23700 1		
CIVIL			28298 5	29296 5		23443 9	24952 23 33180/22582		

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
COMPUTER				30600 1		29316 3			30996 1
ELECTRICAL/ELECTRONIC		31917 6		31457 32 34020/30996		29415 13			
INDUSTRIAL		31800 1		29840 3		27951 4			
MECHANICAL		31000 1		31703 10		24943 10	27000 1		
PETROLEUM						24600 1			
ENGINEERING TECHNOLOGY				23048 3					
AGRIBUSINESS	18000 1					15732 1		18000 1	
ANIMAL SCIENCES									17356 3
PLANT SCIENCES				24498 2	18996 1		18492 1		17000 1
NATURAL RESOURCES						20700 1			
OTHER AGRICULTURAL SCIENC							18000 1		
COMPUTER SCIENCE			24600 3			29636 1			17280 1
INFORMATION SCIENCES & SY			24667 9	30600 1					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22167 6	
ACTUARIAL					23496 1	18696 2	18996 1		
ARCHITECTURAL & ENVIRONME				20850 2			23332 3		
BIOLOGICAL							12996 1		
CHEMISTRY									21600 1
GEOLOGY & GEOLOGICAL SCI		26496 2				26994 2			
MATHEMATICS			24000 1		21600 1				

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				29100 4
BUSINESS ADMIN (INCL MGMT					19500 1		16000 1		26400 1
MANAGEMENT INFO SYSTEMS						24804 1			
MARKETING/MARK MGMT (RESR						24492 1	29736 1		24998 2
PHYSICAL EDUCATION			18000 1						
POLITICAL SCIENCE/GOVT								29400 1	
AEROSPACE & AERONAUTICAL					30811 58 37992/27996		28800 1		
AGRICULTURAL						21996 1			
ARCHITECTURAL								29867 14	
BIOENGINEERING & BIOMEDIC					28998 2				
CHEMICAL				25700 1	34200 1			34200 1	35257 172 39000/34000
CIVIL					25777 4	26000 1	28800 1	29068 21 34200/27300	32280 3
COMPUTER					31002 2				34200 1
ELECTRICAL/ELECTRONIC					31165 32 38952/28500		32892 5	31590 2	34310 18
INDUSTRIAL					30479 17				30750 4
MECHANICAL					30051 34 33600/27564	30492 1	32600 5	31283 7	34829 44 46200/32880
ENGINEERING TECHNOLOGY					28290 6	27996 1		28748 12	29165 3
AGRIBUSINESS						22668 3			
ANIMAL SCIENCES				21500 2					
PLANT SCIENCES	22998 2					21098 5			
OTHER AGRICULTURAL SCIENC						22992 1			
COMPUTER SCIENCE					30582 2				30967 3
INFORMATION SCIENCES & SY					26775 4				

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACTUARIAL				12600 2		19074 4			16800 1
ARCHITECTURAL & ENVIRONME								27214 24 35004/23496	
CHEMISTRY									31282 6
MATHEMATICS					30130 6				
PHYSICS					30192 1				

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	27000 1							24750 2	26249 35 32640/25200
BUSINESS ADMIN (INCL MGMT			23748 4						26272 7
ECONOM & FINANCE (BANKING	27036 1		23000 1						26142 2
MANAGEMENT INFO SYSTEMS	30600 1	24996 1							28899 14
MARKETING/MARK MGMT (RESR	23802 2	29004 1	23297 6	24498 2					27370 6
VISUAL & PERFORMING ARTS			23400 1						23400 1
SOCIOLOGY			25000 1						
AEROSPACE & AERONAUTICAL	33800 3								31000 1
AGRICULTURAL			29873 8						
ARCHITECTURAL									33413 8
BIOENGINEERING & BIOMEDIC		32196 1							
CHEMICAL	36060 1	34610 6	35065 3	35400 2			33700 2	34050 2	36361 96 52800/33800
CIVIL	29500 1	30750 2			28800 1			32400 1	31749 27 37200/27888
COMPUTER	31682 7	31596 2							31366 6
ELECTRICAL/ELECTRONIC	32376 52 34800/30600	31912 82 36900/30492	31400 5		32467 3			34260 5	33642 26 37200/30000
INDUSTRIAL		30600 1	30264 3		29475 4				31488 5
MECHANICAL	32044 7	30392 7	36165 12		29496 1		34699 1	32633 3	35128 101 44400/31200
PETROLEUM									35822 44 52500/28800
ENGINEERING TECHNOLOGY	26686 4	27790 9			31500 2	32004 1		27132 3	30066 12
INDUSTRIAL TECHNOLO...									30480 1
AGRIBUSINESS			26700 2						28650 2
ANIMAL SCIENCES			20000 1						
PLANT SCIENCES								18246 2	

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
NATURAL RESOURCES													17500	1	20500	2		
COMPUTER SCIENCE	30000	2															29538	13
INFORMATION SCIENCES & SY	28200	1															29788	5
ACTUARIAL																	24000	1
ARCHITECTURAL & ENVIRONME																	31404	1
CHEMISTRY					28704	1											33660	3
GEOLOGY & GEOLOGICAL SCI																	25878	2
MATHEMATICS	30208	3																
PHYSICS	30204	1																
OTHER PHYSICAL & EARTH SC															18000	1		

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						24996 2	19500 2
BUSINESS ADMIN (INCL MGMT							25750 4
ECONOM & FINANCE (BANKING							22748 2
HOTEL/RESTAURANT MGMT.							20000 1
MANAGEMENT INFO SYSTEMS					27000 1		
MARKETING/MARK MGMT (RESR	12000 1				20998 2	24378 4	24240 5
ELEMENTARY EDUCATION							21000 2
VISUAL & PERFORMING ARTS							15000 1
PSYCHOLOGY							19992 1
AEROSPACE & AERONAUTICAL						30102 4	
BIOENGINEERING & BIOMEDIC			28500 1				
CHEMICAL		36000 1				35039 9	36000 1
CIVIL			25050 4			29373 4	
COMPUTER						32040 3	
ELECTRICAL/ELECTRONIC			29550 2			30932 3	29976 8
INDUSTRIAL						32004 1	29500 4
MECHANICAL			30068 3		32448 2	32638 5	31800 5
ENGINEERING TECHNOLOGY		25200 1	22296 2		18996 1	28682 6	30167 6
AGRIBUSINESS						24000 1	
ANIMAL SCIENCES							16000 1
PLANT SCIENCES						33000 1	
INFORMATION SCIENCES & SY						28500 2	31500 1
ACTUARIAL						30996 2	15498 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ARCHITECTURAL & ENVIRONME						28800 1	27000 1
CHEMISTRY							30000 1
GEOLOGY & GEOLOGICAL SCI			39996 1				17154 2

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26312 202 33996/24500	25200 1		24225 20 27500/18000	24399 5	25321 13	24026 7	25706 18	
BACHELOR - TECHNICAL	30875 10	18498 2	17663 4	19200 1	31500 1	28947 19	30609 15	29959 77 38000/26496	28715 23 36000/24000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22628 11	20943 14	19125 21 22500/18000	21172 18	17500 2	20991 87 30000/18000	18000 1		22500 2
BACHELOR - TECHNICAL	24996 1	21895 9		28066 6		24573 11			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	25372 4	23796 1	23001 4	25211 9	19689 68 38400/16992	20922 28 30000/16800	21833 6	35000 3	14000 1
BACHELOR - TECHNICAL	18000 1	31122 11	25627 18	30206 62 34020/24996	21364 3	26120 66 37200/20700	23890 33 33180/18996	21625 8	20649 11

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			18000 1		22950 2	24648 2	22868 2	29400 1	27542 7
BACHELOR - TECHNICAL	22998 2			18780 5	30358 169 38952/27500	22310 17	32088 12	28926 81 35580/24996	34718 255 48000/32496

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26448 5	27000 2	23552 13	24498 2				24750 2	26878 65 32640/25200
BACHELOR - TECHNICAL	31858 82 39996/29500	31589 110 37500/29448	32230 35 43836/28704	35400 2	30600 11	32004 1	29900 4	28768 19	34407 354 52800/28800

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	12000 1				22999 3	24584 6	22538 18
BACHELOR - TECHNICAL		30600 2	27892 13		27964 3	31291 42 39600/27996	28238 32 36000/18000

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26352 197 33996/24000	24020 41 30000/19000							25647 4
BUSINESS ADMIN (INCL MGMT	19250 2		20500 2			21334 1			
ECONOM & FINANCE (BANKING	24996 1	22664 6	24301 5	25583 6	24000 1		23997 4		24727 12
MANAGEMENT INFO SYSTEMS	26801 5								24996 1
MARKETING/MARK MGMT (RESR	15996 1				25000 1				
VISUAL & PERFORMING ARTS		15000 1							17100 1
HUMANITIES - OTHER								18000 1	
AGRICULTURAL									24996 1
AGRIBUSINESS							18000 1		
MATHEMATICS				19200 1					

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		20400 2	22992 1						
ECONOM & FINANCE (BANKING	20004 1	20815 1	26000 1						
MARKETING/MARK MGMT (RESR	24996 1	15000 2	22859 5						
JOURNALISM				18996 1					18000 1
FOREIGN LANGUAGES								24504 1	
VISUAL & PERFORMING ARTS								18168 2	
HISTORY			22500 1						
ACTUARIAL								15498 2	
ARCHITECTURAL & ENVIRONME				19296 3				24996 1	
GEOLOGY & GEOLOGICAL SCI						17154 2			

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23750 2
BUSINESS ADMIN (INCL MGMT		29800 3		24996 1	24000 4	26004 2	22557 7		
DISTRIBUTION MANAGEMENT				17496 1					
ECONOM & FINANCE (BANKING		22776 2	19000 1		15600 1		28000 1	26496 1	26004 1
MANAGEMENT INFO SYSTEMS		24804 1							
MARKETING/MARK MGMT (RESR	24000 1	26460 5	21938 8	23065 3	26664 3		22749 32 30000/17500		
JOURNALISM							27000 1		
ELEMENTARY EDUCATION							25000 1		
TEXTILES & CLOTHING			24000 3						
MERCHANDISING MANAGEMENT			12000 1						
VISUAL & PERFORMING ARTS			25998 2				23100 4		
HUMANITIES - OTHER			23000 1						
POLITICAL SCIENCE/GOVT							29400 1		
PSYCHOLOGY		22500 1					20004 1		
SOCIOLOGY							25000 1		
AGRICULTURAL		27668 3	30000 1				29004 1		
CHEMICAL		35400 2							
CIVIL							30996 1		
COMPUTER					27996 1				
ELECTRICAL/ELECTRONIC							33100 2		
INDUSTRIAL							26400 1		
MECHANICAL							33200 1		
ENGINEERING TECHNOLOGY		27498 2	30000 1		34992 1	22992 1	26970 17		

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
AGRIBUSINESS		26127 4					23959 5	15732 1	
PLANT SCIENCES			19992 1				33000 1		
ACTUARIAL		24000 2					28096 3		
ARCHITECTURAL & ENVIRONME							19992 1		
BIOLOGICAL							18996 1		
CHEMISTRY							24000 1		

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			21000 1						
ECONOM & FINANCE (BANKING			18079 5						
MANAGEMENT INFO SYSTEMS			21996 1						
MARKETING/MARK MGMT (RESR			18100 3						
PHYSICAL EDUCATION			21000 1						
FOREIGN LANGUAGES			23000 1						
HUMANITIES - OTHER			19900 1						
HISTORY			18996 1						
POLITICAL SCIENCE/GOVT			19500 4						
AEROSPACE & AERONAUTICAL			21000 1				29747 18		30430 2
AGRICULTURAL							24996 1	27600 1	
ARCHITECTURAL							30728 26 35580/27000		
BIOENGINEERING & BIOMEDIC						30564 3			
CHEMICAL							37100 6	32645 7	34934 30 39120/33000
CIVIL			22664 3			25010 5	28921 74 38000/24000	27274 18	29496 3
COMPUTER			26244 1				30000 1		
ELECTRICAL/ELECTRONIC			27000 1			26500 1	32444 36 37500/30000	35400 1	32919 18
INDUSTRIAL									29505 25 37200/27500
MECHANICAL			21604 3				32894 62 38200/29000		33315 45 42000/28667
PETROLEUM							31793 6		38744 9
ENGINEERING TECHNOLOGY							26250 4		29013 7
INDUSTRIAL TECHNOLOGY									30480 1
PLANT SCIENCES								34992 1	

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
NATURAL RESOURCES			20700 1						
ARCHITECTURAL & ENVIRONME					24000 2		27562 5	13500 1	29400 1
GEOLOGY & GEOLOGICAL SCI			26994 2						

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING	27360 2								
AEROSPACE & AERONAUTICAL	30322 9	31896 1	32432 7		28376 11	30702 15			30578 16
AGRICULTURAL					34992 1			33996 3	
ARCHITECTURAL						27000 1			
BIOENGINEERING & BIOMEDIC									27600 3
CHEMICAL					37290 16	35040 2	35293 237 52200/33720	34212 3	33428 13
CIVIL		32000 1				25900 2	30167 3	26874 2	28854 29 36000/24996
COMPUTER	30768 3		31674 4						31068 3
ELECTRICAL/ELECTRONIC	32353 35 38952/30804	32078 34 36000/30000	32083 22 34620/30250	31883 29 34500/29500	32099 18	30355 11	31643 8	32014 26 36000/30000	31628 68 36000/30000
INDUSTRIAL		29700 1			32004 1	31200 1		32748 4	30633 21 41220/28500
MECHANICAL	30186 17	29733 3	33100 1	33980 5	31425 17	30043 7	34898 24 38400/32700	35227 36 46200/33000	33326 62 44400/27996
PETROLEUM					37002 2		36180 10	33150 2	34951 16
ENGINEERING TECHNOLOGY			27833 3	27100 2	29400 1		29600 2	29738 12	28853 22 34992/25000
COMPUTER SCIENCE	25501 4								
ARCHITECTURAL & ENVIRONME					29400 3			30068 3	27704 9
CHEMISTRY							29028 7		42000 1
GEOLOGY & GEOLOGICAL SCI									29598 2
MATHEMATICS	30112 3		28992 1						27825 7
PHYSICS			30204 1						30192 1

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				37500 2					
HUMAN ECOLOGY (HOME ECONO			14000 1						
PSYCHOLOGY									30000 1
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									17356 3
PLANT SCIENCES									17000 1
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2
CHEMISTRY									21600 1

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING							26748 2		
BUSINESS ADMIN (INCL MGMT						26550 2			
MANAGEMENT INFO SYSTEMS					27641 14	19260 2	27969 16		
MARKETING/MARK MGMT (RESR							28200 1		
PHYSICAL EDUCATION		18000 1							
AGRICULTURAL									21996 1
COMPUTER					30978 15		33060 5		
ELECTRICAL/ELECTRONIC					33504 1	40500 1			
ANIMAL SCIENCES									19750 4
PLANT SCIENCES									19664 6
NATURAL RESOURCES									19500 3
COMPUTER SCIENCE					28622 23 33000/25800		29053 5		
INFORMATION SCIENCES & SY					26960 23 31500/24000	30300 3	27500 1		
ACTUARIAL									16718 5
MATHEMATICS					28374 4		26046 2		
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		26569 15		19364 3					
BUSINESS ADMIN (INCL MGMT		24867 6	23247 2	20611 32 34236/18000			18000 1		
DISTRIBUTION MANAGEMENT								18000 1	
ECONOM & FINANCE (BANKING		26812 8		21649 12					38400 1
HOTEL/RESTAURANT MGMT.				19780 10					
MANAGEMENT INFO SYSTEMS		29498 2		28602 2					
MARKETING/MARK MGMT (RESR		24996 1		21165 30 40000/18000		20000 1			
COMMUNICATIONS				22000 1					
ELEMENTARY EDUCATION		18400 1							19635 50 33425/16992
PHYSICAL EDUCATION				21000 1					19336 4
SPECIAL EDUCATION									19001 5
LETTERS (incl English, Li				19296 1					
VISUAL & PERFORMING ARTS			17592 1	19992 1					18375 4
HISTORY						13440 1			
POLITICAL SCIENCE/GOVT				18000 1					
PSYCHOLOGY			18000 1	21094 5					
SOCIOLOGY				21000 1					
SOCIAL SCIENCES-OTHER				21000 1					
AEROSPACE & AERONAUTICAL		33000 1							
AGRICULTURAL				18000 1					
BIOENGINEERING & BIOMEDIC		30252 2							
CHEMICAL		30000 1							
CIVIL	29700 1	27504 1							

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ELECTRICAL/ELECTRONIC		29831 3		29200 1				36000 1	
INDUSTRIAL		30174 6							
MECHANICAL		31800 1							
ENGINEERING TECHNOLOGY				26119 5				24000 1	
AGRIBUSINESS		26496 1		20700 5					
PLANT SCIENCES				21164 3			19002 2		
OTHER AGRICULTURAL SCIENC							20496 2		
COMPUTER SCIENCE		31675 2							
INFORMATION SCIENCES & SY		30688 4							
ACTUARIAL				18513 4			16398 2		23496 1
ARCHITECTURAL & ENVIRONME	21157 8			27504 1			24498 2		
BIOLOGICAL				20250 2					12996 1
CHEMISTRY								39090 2	
GEOLOGY & GEOLOGICAL SCI							26187 4		
MATHEMATICS		26998 5							21600 1

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26237 206 33996/24000	23663 48 30000/18200	23215 7	25583 6	24500 2	21334 1	23997 4	18000 1	24522 18
BACHELOR - TECHNICAL				19200 1			18000 1		24996 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22500 2	18323 5	23224 8	18996 1				20280 3	18000 1
BACHELOR - TECHNICAL				19296 3		17154 2		18664 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	24000 1	26213 12	22094 16	22338 5	23949 8	26004 2	23116 49 30000/17500	26496 1	24501 3
BACHELOR - TECHNICAL		27793 13	26664 3		31494 2	22992 1	26982 35 36000/19992	15732 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19366 18						
BACHELOR - TECHNICAL			23478 12		24000 2	27027 9	30934 239 52800/25296	28653 29 39600/23700	32896 141 52500/27888

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27360 2								
BACHELOR - TECHNICAL	31029 71 38952/28000	31836 40 36000/29970	31675 39 39996/30000	31909 36 38100/29500	32563 70 51600/27500	30380 39 35400/26000	34948 291 52200/31992	33003 91 46200/29004	31378 273 44400/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL			14000 1	37500 2					30000 1
BACHELOR - TECHNICAL	18133 3		25000 4						17709 8

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		18000 1			27641 14	22905 4	27853 19		
BACHELOR - TECHNICAL					28638 66 34020/24000	32850 4	30012 13		18954 20 25000/15000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26201 33 32000/24996	20521 4	20942 101 40000/18000		16720 2	18000 1	18000 1	19781 64 38400/17000
BACHELOR - TECHNICAL	22106 9	29664 27 33000/27000		22129 22 29200/19500			22128 12	34545 4	19364 3

AVERAGE SALARY OFFERS MAY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28000 1			30800 5		39600 1			
MBA--TECH	34623 4			31992 1	45000 1	31992 1		33246 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1		24500 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1								30799 9
MBA--TECH									37332 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 2, 1990, through June 4, 1990) and cumulatively (September 1, 1989, and June 4, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	248	1667	$25806	$26627	$28400	$26052	$23000	516	4340	$25903	$26496	$28500	$26000	$23000
BUSINESS ADMIN (INCL MGMT	75	680	22606	23688	28200	22500	18000	144	1263	22415	23318	27600	22000	18000
DISTRIBUTION MANAGEMENT	3	26	20333	24580	*	*	*	5	73	19299	25376	*	*	*
ECONOM & FINANCE (BANKING	83	1114	25032	25527	28500	25300	21000	154	1882	24421	25158	28500	25176	19000
HOTEL/RESTAURANT MGMT.	9	88	20200	21306	*	*	*	19	120	19979	20951	*	*	*
HUMAN RSRCS (incl LABOR R	5	49	21100	22514	*	*	*	5	104	21100	23176	*	*	*
MANAGEMENT INFO SYSTEMS	56	192	26897	27595	30600	27600	24000	100	475	27012	27493	30600	27600	24000
MARKETING/MARK MGMT (RESR	74	795	23012	23902	28200	22750	18000	172	1536	22585	23447	27700	22400	18000
REAL ESTATE	1	6	20600	20850	*	*	*	1	24	20600	24353	*	*	*
COMMUNICATIONS														
ADVERTISING	+	40	+	22044				+	65	+	20599			
COMMUNICATIONS	6	115	23683	21435	*	*	*	7	264	23443	20898	*	*	*
JOURNALISM	7	51	17143	20602	*	*	*	10	103	18400	19004	*	*	*
TELECOMMUN/BROADCASTING	1	51	18000	21250	*	*	*	1	64	18000	20610	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	13	75	18655	19837	*	*	*	65	374	19503	19144	21804	19200	16992
PRE-ELEMENTARY EDUCATION	+	4	+	19125				+	27	+	17130			
PHYSICAL EDUCATION	1	9	16000	20580	*	*	*	8	44	19168	19373	*	*	*
SPECIAL EDUCATION	3	27	18433	19754	*	*	*	8	86	18788	19827	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	3	11	20333	18682	*	*	*	4	12	18750	18292	*	*	*
TEXTILES & CLOTHING	1	101	17500	20759	*	*	*	4	133	22375	20814	*	*	*
MERCHANDISING MANAGEMENT	2	18	20500	20617	*	*	*	3	53	17667	19792	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	23	+	24304				2	38	23752	23157	*	*	*
LETTERS (incl English, Li	2	85	29200	22374	*	*	*	3	157	25899	20918	*	*	*
VISUAL & PERFORMING ARTS	1	18	25000	24362	*	*	*	17	68	20524	20461	*	*	*
HUMANITIES - OTHER	+	49	+	22737				3	104	20300	23659	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	16	+	19616				+	31	+	20111			
HISTORY	1	39	24000	23738	*	*	*	4	60	19734	22558	*	*	*
POLITICAL SCIENCE/GOVT	1	71	19000	24529	*	*	*	7	150	20629	23673	*	*	*
PSYCHOLOGY	5	96	23360	21047	*	*	*	14	183	22341	20474	*	*	*
SOCIOLOGY	+	18	+	19217				2	44	23000	20152	*	*	*
SOCIAL SCIENCES-OTHER	1	90	17000	23040	*	*	*	2	122	19000	22179	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	21	101	29827	30333	32600	30700	26256	102	278	30102	30465	33000	30740	26252
AGRICULTURAL	+	21	+	30530				14	53	28327	30090	*	*	*
ARCHITECTURAL	9	26	28907	28053	*	*	*	36	57	30169	29143	34200	29940	26000
BIOENGINEERING & BIOMEDIC	1	17	33000	30216	*	*	*	9	47	29777	30515	*	*	*
CHEMICAL	92	638	33809	34855	37200	35520	26400	409	1873	34911	35084	37104	35496	31200
CIVIL	29	506	30690	28105	34200	30600	25400	172	1146	28812	28040	33600	28650	23700
COMPUTER	2	111	30200	31009	*	*	*	35	331	31052	31212	33000	31500	28800
ELECTRICAL/ELECTRONIC	97	1077	32016	31779	35000	32500	27600	414	2624	32008	31817	34900	32000	29448

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	3	+	$28304				+	5	+	$28822			
INDUSTRIAL	10	273	$28049	30034	*	*	*	70	855	$29896	30608	$32700	$30114	$27000
MECHANICAL	125	1048	32263	31944	$36500	$32400	$28124	409	2795	32819	32166	37200	33000	28124
METALLURGICAL	7	54	33085	32427	*	*	*	7	161	33085	32412	*	*	*
MINING (INCL GEOLOGICAL)	+	14	+	28747				+	40	+	29483			
NUCLEAR	+	13	+	29860				+	35	+	30863			
PETROLEUM	25	38	35824	35266	38500	36000	31200	70	138	35663	35448	39600	36600	28200
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	8	124	28815	28580	*	*	*	89	299	28231	28905	32500	28992	23500
INDUSTRIAL TECHNOLOGY	2	37	32400	30362	*	*	*	3	63	31760	28543	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	35	+	21000				18	106	22557	21896	*	*	*
ANIMAL SCIENCES	1	20	20000	20877	*	*	*	8	42	18884	19188	*	*	*
PLANT SCIENCES	+	5	+	20431				15	28	21631	21469	*	*	*
NATURAL RESOURCES	+	8	+	18281				4	16	19800	18572	*	*	*
OTHER AGRICULTURAL SCIENC	1	20	24000	24600	*	*	*	3	49	21664	24066	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	51	419	30252	29794	33000	30500	28000	85	1018	29550	29730	32460	29636	26500
COMPUTER PROGRAMMING	5	26	26500	28304	*	*	*	5	70	26500	28611	*	*	*
INFORMATION SCIENCES & SY	51	154	27862	28628	30000	27500	26000	82	345	27832	28463	30840	27550	25000
SYSTEMS ANALYSIS	+	10	+	32500				+	14	+	31603			
HEALTH SCIENCES														
ALLIED HEALTH	+	35	+	27941				3	84	18133	26943	*	*	*
HEALTH SCIENCES	+	5	+	21410				6	28	22167	20513	*	*	*
NURSING	+	96	+	28599				+	120	+	28206			
PHARMACY	+	19	+	39614				+	39	+	36627			
SCIENCES														
ACTUARIAL	+	4	+	29400				19	64	19854	27722	*	*	*
ARCHITECTURAL & ENVIRONME	4	20	25450	25283	*	*	*	44	79	25156	25186	29400	27000	18000
BIOLOGICAL	2	27	18144	22059	*	*	*	6	62	18130	21442	*	*	*
CHEMISTRY	2	37	25200	27267	*	*	*	14	107	29955	28226	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	5	+	25760				10	25	25224	23185	*	*	*
MATHEMATICS	4	120	27175	27330	*	*	*	28	254	27292	26686	32000	29100	20000
PHYSICS	4	25	26049	30674	*	*	*	6	42	27432	29530	*	*	*
OTHER PHYSICAL & EARTH SC	+	6	+	20900				1	9	18000	21078	*	*	*
POLYMER SCIENCE	+	6	+	32234				+	6	+	32234			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	1155	10827						3478	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	136	1213	$25994	$27337	$28000	$26052	$24000	342	3335	$26140	$26936	$28600	$26004	$24000
ACCOUNTING (PRIVATE)	126	545	25788	25511	28600	26002	22500	174	1121	25201	25266	28500	25700	20195
COMMERCIAL BANKING (CNSMR	2	134	28502	21869	*	*	*	9	225	24390	21435	*	*	*
COMMERCIAL BANKING (LENDG	13	179	24808	24474	*	*	*	20	265	24760	24013	26000	25004	23000
INVESTMT BANKING (CORP FN	1	53	27000	29190	*	*	*	3	80	25333	28795	*	*	*
INVESTMT BANKNG (M & A)	1	8	20004	27126	*	*	*	2	16	20669	26946	*	*	*
INVESTMT BANKG (REAL EST)	+	2	+	26500				5	14	22798	25299	*	*	*
INVESTMT BANKG (SALES & T	3	16	27664	26362	*	*	*	4	28	25248	23387	*	*	*
FINANCIAL/TREASURY ANALYS	15	307	25920	27084	*	*	*	34	584	25153	26925	30000	25596	21000
PORTFOLIO MGMT/BROKERAGE	2	33	22000	25473	*	*	*	4	72	22250	23689	*	*	*
UNDERWRITING	7	105	21271	23999	*	*	*	12	157	20043	23619	*	*	*
INSURANCE - CLAIMS	6	53	22789	23717	*	*	*	14	116	23037	22829	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	25357				4	25	19221	21642	*	*	*
MEDIA PLANNING	+	11	+	20793				+	21	+	20388			
REPORTING	2	8	16750	16750	*	*	*	4	21	16952	16548	*	*	*
PRODUCTION	1	28	18000	26139	*	*	*	1	53	18000	25639	*	*	*
PUBLIC RELATIONS	3	37	21133	19619	*	*	*	9	76	20026	20277	*	*	*
WRITING / EDITING	5	33	18500	19280	*	*	*	6	65	18417	18634	*	*	*
MARKETING														
ADVERTISING	2	29	18250	22229	*	*	*	3	63	20167	20971	*	*	*
BRAND/PRODUCT MANAGEMENT	10	104	20754	24444	*	*	*	35	208	25240	25131	30000	24804	20000
BUYER/MERCHANDISING	9	318	21578	22962	*	*	*	28	457	22417	22963	28200	23002	18000
DISTRIBUTION	6	61	24633	25188	*	*	*	11	118	23590	26057	*	*	*
MARKET RESEARCH	1	29	30000	26578	*	*	*	11	76	25871	25754	*	*	*
PURCHASING	2	21	23465	24059	*	*	*	5	54	24386	23868	*	*	*
SALES	43	767	24139	24957	28000	24000	19000	127	1583	24528	24809	31512	24000	18500
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	3	16	21500	21968	*	*	*	5	38	21346	21138	*	*	*
FINANC,TAXA, MONETARY POL	2	34	20000	21948	*	*	*	5	69	22701	22658	*	*	*
ECONOMIC PROGRAMS	+	2	+	24250				+	16	+	26362			
LAW ENFORCEMENT	+	9	+	19931				+	33	+	25790			
MILITARY	+	18	+	24428				30	98	21011	22179	25500	21000	16308
NATIONAL SECURITY	+	6	+	25566				+	9	+	26010			
URBAN / REGIONAL PLANNING	2	6	25598	24615	*	*	*	4	17	24799	25215	*	*	*
ENGINEERING														
BIOENGINEERING	1	40	33000	34606	*	*	*	10	61	27624	33056	*	*	*
DESIGN / CONSTRUCT	101	661	31263	29472	35000	31750	27000	340	1532	31031	29916	35300	31500	25344
ENVIRONMENTAL/SANITATION	9	93	29900	29614	*	*	*	38	206	28948	29377	35000	29500	23700
MANUFACTURING/INDUSTRIAL	23	575	31065	31741	34320	32220	27700	164	1634	32639	32020	36700	33000	27696
SYSTEMS / PROGRAMMING	18	125	29669	30933	*	*	*	91	372	30679	31087	33400	31000	27560
POWER SYSTEMS	15	151	31152	31525	*	*	*	55	391	31650	31734	34260	31896	29420
SOFTWARE DESIGN & DEVELOP	9	157	30602	31612	*	*	*	48	346	31474	31685	34000	31596	28800
HARDWARE DESIGN & DEVELOP	4	129	32600	32899	*	*	*	40	294	31978	32491	34400	32200	29500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	28	178	$31360	$32452	$35900	$32000	$25300	98	578	$32219	$32316	$36500	$32202	$26255
TESTING	20	98	30927	29773	34000	32250	26200	59	243	30565	30307	34000	31500	26000
PROCESS ENGINEERING	67	455	35320	34825	37200	36000	33000	358	1390	35018	34985	37200	35500	32040
PROJECT ENGINEERING	73	511	32405	31743	38016	32400	25560	164	1130	32737	32200	36800	32730	26820
OTHER ENGINEERING	77	775	32185	31061	37000	32400	26252	350	2117	31556	31347	37000	31500	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	11	26000	22485	*	*	*	4	31	20100	22633	*	*	*
INDUSTRIAL HYGIENE	+	1	+	16000				+	1	+	16000			
MEDICAL TECHNOLOGY	+	15	+	24433				5	26	22800	23239	*	*	*
NURSES / PERSONAL CARE	+	93	+	28376				2	120	37500	27965	*	*	*
OCCUPATIONAL THERAPY	+	1	+	26000				+	19	+	25981			
PHARMACIST	+	16	+	40860				+	26	+	38746			
PHYSICAL THERAPY	+	21	+	31310				+	42	+	29364			
RESPIRATORY THERAPY	1	2	29950	32975	*	*	*	1	8	29950	25716	*	*	*
OTHER HEALTH RELATED	+	19	+	21869				9	56	19074	20839	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	18	22800	18758	*	*	*	1	37	22800	18412	*	*	*
COUNSELING	1	19	17000	16660	*	*	*	2	56	17500	16881	*	*	*
FUNDRAISING / DEVELOPMENT	1	10	28500	14850	*	*	*	1	16	28500	15788	*	*	*
SOCIAL WORK	+	17	+	16675				+	42	+	17617			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	82	415	28126	28511	30684	28500	24000	162	943	28293	28557	31500	28800	24000
INFORMATION SYSTEMS	17	217	28318	28097	*	*	*	25	473	28177	28076	32000	27500	25500
SYSTEMS ANALYSIS & DESIGN	57	191	28380	29148	32220	29000	25000	89	488	28506	29625	32220	28500	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	28	+	28007				+	95	+	30069			
AGRICULTURE/NAT'L RESOURC	+	39	+	19315				20	130	18954	20180	24492	18246	15000
ARCHITECTURE	+	7	+	20166				9	23	22106	21479	*	*	*
CONSULTING	23	363	25909	28790	28000	26000	25000	83	758	27246	28778	31800	27000	24996
HUMAN RESRCS /INDUS RELS	6	74	21572	23662	*	*	*	10	123	21152	23497	*	*	*
MANAGEMENT TRAINEE	98	901	21507	22461	27000	21000	16500	221	1735	21311	22273	26900	20604	18000
MATH/STATISTICIANS	+	13	+	26354				+	29	+	24446			
PARALEGAL	+	20	+	21123				2	30	16720	19773	*	*	*
RESEARCHERS NON-TECHNICAL	+	7	+	20096				13	31	21810	20944	*	*	*
RESEARCHERS - TECHNICAL	1	19	21000	28085	*	*	*	6	53	29530	27806	*	*	*
TEACHING	18	150	18879	19534	*	*	*	85	635	19575	19179	21996	19200	16350
TOTALS	1155	10827						3476	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 5 JULY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	16	104	$28536	$29708	*	*	*	116	282	$30572	$29695	$34500	$30000	$25500
MBA--NON-TECH	7	314	30143	36462	*	*	*	28	570	31022	36242	37500	30500	25200
MBA--TECH	+	62	+	38289				12	125	35497	38281	*	*	*
MS-BUSINESS	2	35	33100	35016	*	*	*	2	55	33100	34706	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	2	177	32000	37474	*	*	*	8	215	33713	37430	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	32	+	32387				1	57	49000	31708	*	*	*
MANAGEMENT INFORMATION SY	1	27	32000	33504	*	*	*	12	46	34444	34003	*	*	*
MARKETING/MKTNG MGT (RESE	+	67	+	35968				6	79	33458	35903	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	4	+	24561				+	8	+	25555			
JOURNALISM	+	2	+	24500				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	1	1	24000	24000	*	*	*	7	14	24714	26509	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				1	24	16000	22337	*	*	*
PHYSICAL EDUCATION	+	1	+	15996				4	6	36024	30765	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	22020				2	27	21000	22300	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	22700	24350	*	*	*
LETTERS	+	1	+	23000				+	4	+	19250			
VISUAL & PERFORMING ARTS	1	5	21000	26797	*	*	*	1	7	21000	24712	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	25251				2	30	33594	24800	*	*	*
SOCIOLOGY	2	2	22000	22000	*	*	*	2	3	22000	20500	*	*	*
SOCIAL SCIENCES - OTHER	+	4	+	26535				+	9	+	24313			

continued

SWPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	10	28	$36140	$35295	*	*	*	17	58	$36134	$35343	*	*	*
AGRICULTURAL	1	1	40000	40000	*	*	*	1	6	40000	36450	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	37000				1	4	30000	36500	*	*	*
CHEMICAL	5	81	40440	38738	*	*	*	11	133	37345	38055	*	*	*
CIVIL	14	79	33659	32476	*	*	*	47	192	32806	32260	$37200	$32400	$28000
COMPUTER	+	11	+	33923				5	31	34423	34395	*	*	*
ELECTRICAL/ELECTRONIC	15	115	39696	37991	*	*	*	50	291	38062	37376	43200	38070	35000
INDUSTRIAL	1	14	31200	35507	*	*	*	8	70	34211	35928	*	*	*
MECHANICAL	18	90	36445	36933	*	*	*	41	248	37694	36964	40800	38000	34800
METALLURGICAL	2	8	33150	35838	*	*	*	3	29	36100	36766	*	*	*
MINING & MINERAL	+	4	+	39345				+	5	+	37476			
NUCLEAR	+	9	+	38877				4	18	33693	36635	*	*	*
PETROLEUM	+	1	+	35000				18	26	38710	38067	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	28900				+	11	+	26823			
HEALTH SCIENCES	+	2	+	27500				5	9	17440	20402	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	10	+	24800				1	11	14400	23855	*	*	*
ARCHITECTURAL & ENVIRONME	+	5	+	29300				3	8	25032	28037	*	*	*
BIOLOGICAL	+	2	+	33090				4	8	33861	30353	*	*	*
CHEMISTRY	+	6	+	32393				1	21	32760	31907	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	81	39700	36425	*	*	*	8	167	35103	36656	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	8	19	36178	34508	*	*	*	24	53	35029	33560	38400	37200	28692
MATHEMATICS (INCL ACTUARI	+	14	+	29243				+	32	+	30345			
PHYSICS	+	2	+	33995				3	11	31264	30560	*	*	*
POLYMER	+	7	+	37703				+	9	+	37098			
TOTALS	107	1438						460	3022					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	128	$43000	$42445	*	*	*	2	316	$43000	$44262	*	*	*
MBA--TECH	2	34	32100	44693	*	*	*	2	96	32100	48339	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	1	130	40000	41806	*	*	*	4	389	37650	46565	*	*	*
MBA--TECH	+	43	+	46995				2	188	41300	51381	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	119	28000	45209	*	*	*	1	275	28000	46451	*	*	*
MBA--TECH	+	49	+	49302				+	122	+	53407			
TOTALS	6	503						11	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	6	+	$54067				1	8	$42000	53050	*	*	*
ECONOMICS	+	+	+	+				1	3	42096	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	45917				4	20	38886	43487	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	4	+	29250				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				2	6	22500	32167	*	*	*
SOCIOLOGY	+	2	+	32502				+	2	+	32502			
SOCIAL SCIENCES	+	+	+	+				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	1	+	36600				1	4	50000	45398	*	*	*
CHEMICAL	3	51	$50267	50397	*	*	*	49	132	51687	50570	$53040	$52000	$49920
CIVIL	+	6	+	43083				1	9	37200	43632	*	*	*
COMPUTER	+	3	+	41000				+	4	+	45000			
ELECTRICAL/ELECTRONIC	2	8	51600	50275	*	*	*	14	33	53663	52887	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	1	9	55887	51065	*	*	*	3	25	48293	48708	*	*	*
METALLURGICAL	+	2	+	41000				+	18	+	47583			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	7	+	38714				5	14	38698	37971	*	*	*
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	50	+	46123				5	105	39922	45393	*	*	*
GEOLOGICAL SCIENCES	1	2	36540	37170	*	*	*	7	11	34171	37145	*	*	*
MATHEMATICS	+	2	+	44000				+	6	+	37833			
PHYSICS	+	2	+	41250				+	11	+	41361			
POLYMER	+	3	+	46333				+	7	+	46857			
TOTALS	7	164						93	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26261 328 33996/24000	25200 1		23000 5	24500 1	27720 1		27500 5	
BUSINESS ADMIN (INCL MGMT	23875 4			24667 3	24000 1	26479 6	25175 4	24193 10	
ECONOM & FINANCE (BANKING	26094 14			25185 35 32000/24000	29000 3	25611 5	23250 2	26154 13	
HUMAN RSRCS (incl LABOR R						25000 1			
MANAGEMENT INFO SYSTEMS	30000 3					26908 3	26874 12	26930 7	
MARKETING/MARK MGMT (RESR	15996 1	17000 1			24998 2	24000 1	20799 5	25248 2	
JOURNALISM						17000 5	18000 1		
ELEMENTARY EDUCATION						18000 1			
LETTERS (incl English, Li				32000 1			26400 1		
VISUAL & PERFORMING ARTS						17592 1			
HUMANITIES - OTHER					18000 1				
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL								31500 3	
AGRICULTURAL								24996 2	
ARCHITECTURAL								26640 5	
BIOENGINEERING & BIOMEDIC								30252 2	
CHEMICAL								33062 11	
CIVIL								28918 25 38000/26000	28485 11
COMPUTER					31500 1	29400 1	30979 5		
ELECTRICAL/ELECTRONIC	31000 2					31773 9	33603 4	30869 13	
INDUSTRIAL						31500 3		29849 5	28900 3
MECHANICAL							33600 1	31120 24 48000/29500	32480 5
ENGINEERING TECHNOLOGY						24000 2	27000 1	24000 1	27450 4

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
AGRIBUSINESS								26496 1	
COMPUTER SCIENCE	30000 2				32000 1	30688 8	30333 6	29756 8	
INFORMATION SCIENCES & SY	30688 4			26000 1		28998 10	27660 5	28667 3	
ARCHITECTURAL & ENVIRONME		18498 2	17663 4			20400 1		28600 1	
BIOLOGICAL									21000 1
GEOLOGY & GEOLOGICAL SCI									19200 1
MATHEMATICS	32000 2			19200 1		27137 5	26850 2	23664 3	

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25067 3		23825 4	21333 3		19144 9			15000 1
BUSINESS ADMIN (INCL MGMT	14000 1	21499 6	20363 11	22857 14	15000 1	19504 33 26500/15000			
DISTRIBUTION MANAGEMENT						20333 3			
ECONOM & FINANCE (BANKING	22623 13	21280 5		23310 5		21822 13			
HOTEL/RESTAURANT MGMT.		21333 6	19100 11			21500 1			
HUMAN RSRCS (incl LABOR R			20500 1			11000 1			
MANAGEMENT INFO SYSTEMS		25000 2		14100 2		25457 6			
MARKETING/MARK MGMT (RESR	28467 3	21450 4	19060 5	20550 10	20000 1	20671 58 30000/17500	42000 1		
COMMUNICATIONS		22000 2	18500 1			22000 1			
JOURNALISM									22500 2
TELECOMMUN/BROADCASTING						18000 1			
ELEMENTARY EDUCATION						25000 1			
PHYSICAL EDUCATION		21000 1							
HUMAN ECOLOGY (HOME ECONO						20333 3			
TEXTILES & CLOTHING						22375 4			
MERCHANDISING MANAGEMENT						17667 3			
LETTERS (incl English, Li						19296 1			
VISUAL & PERFORMING ARTS	17100 1		22496 2			22749 4			
HUMANITIES - OTHER						23000 1			
HISTORY			13440 1	22500 1		24000 1			
POLITICAL SCIENCE/GOVT						18500 2			
PSYCHOLOGY		21000 1	20400 1	25500 1		21395 5	18000 1		
SOCIOLOGY		21000 1							

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIAL SCIENCES-OTHER		21000 1							
AGRICULTURAL						29004 2			
COMPUTER				24996 1					
INDUSTRIAL				30402 2					
MECHANICAL				31800 1					
ENGINEERING TECHNOLOGY		30000 1		31992 1					
AGRIBUSINESS		21000 4				20550 2			
COMPUTER SCIENCE				20402 2		24000 1			
INFORMATION SCIENCES & SY	27167 3			29000 1		27463 8			
ACTUARIAL		20684 3							
ARCHITECTURAL & ENVIRONME	24996 1								
BIOLOGICAL		21000 1				19248 2			
MATHEMATICS						24000 1			
PHYSICS		22000 1							

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING		19500 1	25000 1	24832 9	21000 1	21818 8	22798 9	37500 2	
BUSINESS ADMIN (INCL MGMT			19800 2	22383 4	20000 1	21013 8			
DISTRIBUTION MANAGEMENT					17496 1		18000 1		
ECONOM & FINANCE (BANKING	25372 4		17400 2		38400 1	19487 8	21000 1		19500 1
HUMAN RSRCS (incl LABOR R						31000 1			
MANAGEMENT INFO SYSTEMS		23796 1	24801 7	28699 3		21201 4			
MARKETING/MARK MGMT (RESR	26500 1		21996 1	21996 1	21502 2	19966 6			19200 1
REAL ESTATE	20600 1								
COMMUNICATIONS				25000 2					
JOURNALISM					18996 1	17000 1			
ELEMENTARY EDUCATION					19388 61 33425/16992				
PHYSICAL EDUCATION					18668 5		21000 1		
SPECIAL EDUCATION					18788 8				
HUMAN ECOLOGY (HOME ECONO									14000 1
FOREIGN LANGUAGES						23752 2			
VISUAL & PERFORMING ARTS					17287 5	30000 1			
HUMANITIES - OTHER						19900 1			
HISTORY						18996 1			
POLITICAL SCIENCE/GOVT						19500 4			
PSYCHOLOGY			20004 1		24000 1			30000 1	
AEROSPACE & AERONAUTICAL			33000 1			25995 17	26500 1		
AGRICULTURAL				27600 1					
ARCHITECTURAL				33000 1			25296 1		

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BIOENGINEERING & BIOMEDIC									27900 2
CHEMICAL		35052 1		31500 1	36200 1	28222 11	23700 1		
CIVIL			30719 10	29296 5		23259 10	25056 25 33180/22582		
COMPUTER				30600 1		29316 3			30996 1
ELECTRICAL/ELECTRONIC		32013 8		31416 39 34020/30600		28642 22 33500/25300			
INDUSTRIAL		31800 1		29544 5		26228 6			
MECHANICAL		26000 2		31854 14		23878 16	27000 1		
METALLURGICAL						26252 1			
PETROLEUM						24600 1			
ENGINEERING TECHNOLOGY				23048 3			25000 1		
AGRIBUSINESS	18000 1					15732 1		18000 1	
ANIMAL SCIENCES		20000 1							17356 3
PLANT SCIENCES				24498 2	18996 1		18492 1		17000 1
NATURAL RESOURCES						20700 1			
OTHER AGRICULTURAL SCIENC					24000 1		18000 1		
COMPUTER SCIENCE		29100 1	24600 3	30117 3		29636 1			17280 1
COMPUTER PROGRAMMING			25000 2			26250 2			
INFORMATION SCIENCES & SY			24962 13	28200 3					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22167 6	
ACTUARIAL					23496 1	18696 2	18996 1		
ARCHITECTURAL & ENVIRONME				20850 2			23332 3		
BIOLOGICAL							12996 1		

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CHEMISTRY									21600 1
GEOLOGY & GEOLOGICAL SCI		26496 2				26994 2			
MATHEMATICS			24000 1		20800 2				
PHYSICS						25098 2			

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				26920 5
BUSINESS ADMIN (INCL MGMT					24750 2		16000 1	18500 1	26400 1
ECONOM & FINANCE (BANKING							18000 1		
MANAGEMENT INFO SYSTEMS				24000 2	26000 2	24804 1		29000 1	
MARKETING/MARK MGMT (RESR		18500 1			24000 1	24492 1	22068 2		25332 3
PHYSICAL EDUCATION			18000 1						
POLITICAL SCIENCE/GOVT								29400 1	
SOCIAL SCIENCES-OTHER				17000 1					
AEROSPACE & AERONAUTICAL					30886 71 37992/28300		28800 1		
AGRICULTURAL						21996 1			
ARCHITECTURAL								29871 21 35580/27600	
BIOENGINEERING & BIOMEDIC					28998 2				
CHEMICAL				25700 1	34200 1			34200 1	35177 188 39000/33960
CIVIL					25777 4	26000 1	28800 1	29301 22 34200/27300	32280 3
COMPUTER					31002 2				34200 1
ELECTRICAL/ELECTRONIC					31453 43 38952/28500		32892 5	32970 4	34423 21 36000/33360
INDUSTRIAL					30325 18				30750 4
MECHANICAL					30062 54 33600/27600	30492 1	31251 13	31249 9	34641 53 46200/32880
METALLURGICAL							33000 1		34020 2
ENGINEERING TECHNOLOGY					28820 7	27996 1		28748 12	29165 3
AGRIBUSINESS						22668 3			
ANIMAL SCIENCES				21500 2					
PLANT SCIENCES	22998 2					21098 5			

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
OTHER AGRICULTURAL SCIENC						22992 1			
COMPUTER SCIENCE					29393 5				29475 4
INFORMATION SCIENCES & SY					26789 9				
ACTUARIAL				12600 2		19074 4			16800 1
ARCHITECTURAL & ENVIRONME								27181 25 35004/23496	
CHEMISTRY									31282 6
MATHEMATICS					30130 6				
PHYSICS					30192 1				

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	27000 1	25800 1						21396 3	26596 68 32640/25000
BUSINESS ADMIN (INCL MGMT	22000 2		24332 6					17500 1	26246 11
ECONOM & FINANCE (BANKING	26118 2	26400 1	23000 1	25750 2			25000 1		26420 18
HUMAN RSRCS (incl LABOR R									18000 1
MANAGEMENT INFO SYSTEMS	30600 1	24996 1							28971 37 31500/27000
MARKETING/MARK MGMT (RESR	25268 3	29004 1	24458 10	25042 7					26562 10
COMMUNICATIONS									29600 1
VISUAL & PERFORMING ARTS			23400 1						23400 1
SOCIOLOGY			25000 1						
AEROSPACE & AERONAUTICAL	33800 3								31000 1
AGRICULTURAL			29873 8						
ARCHITECTURAL									33413 8
BIOENGINEERING & BIOMEDIC		32196 1							33000 1
CHEMICAL	36060 1	34610 6	35065 3	35133 3			34307 3	34050 2	35336 160 52800/28200
CIVIL	29500 1	30750 2			28800 1			32400 1	31843 42 37200/27888
COMPUTER	31682 7	31596 2							31314 7
ELECTRICAL/ELECTRONIC	32524 72 39000/30600	32064 104 36900/30160	32000 6		32467 3			34260 5	33572 33 37200/30000
INDUSTRIAL		30600 1	30264 3		29475 4		30600 1		32091 7
MECHANICAL	32123 9	30484 10	35811 16	33320 3	31848 2		34400 3	33275 4	34948 145 52049/30600
METALLURGICAL				34000 1	32000 1				38300 1
PETROLEUM									35823 69 52500/28800
ENGINEERING TECHNOLOGY	26686 4	28092 11			31500 2	32004 1		27132 3	30094 15
INDUSTRIAL TECHNOLOGY									31760 3

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
AGRIBUSINESS			26700 2						28650 2
ANIMAL SCIENCES			20000 1						
PLANT SCIENCES								18246 2	
NATURAL RESOURCES							17500 1	20500 2	
COMPUTER SCIENCE	30563 6	31300 4							30244 28 36000/28800
INFORMATION SCIENCES & SY	30175 4		30100 1						29523 12
ACTUARIAL									24000 1
ARCHITECTURAL & ENVIRONME									30102 2
BIOLOGICAL								15288 1	
CHEMISTRY			28704 1						32595 4
GEOLOGY & GEOLOGICAL SCI									25878 2
MATHEMATICS	30208 3								29800 2
PHYSICS	30204 1								32000 1
OTHER PHYSICAL & EARTH SC								18000 1	

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING						24996 2	26050 43 33000/24000
BUSINESS ADMIN (INCL MGMT							26330 10
ECONOM & FINANCE (BANKING							22999 3
HOTEL/RESTAURANT MGMT.							20000 1
MANAGEMENT INFO SYSTEMS					27000 1		27987 4
MARKETING/MARK MGMT (RESR	16000 2		23750 1	28000 1	20149 4	24378 4	26560 15
ELEMENTARY EDUCATION							21000 2
VISUAL & PERFORMING ARTS							15000 1
PSYCHOLOGY							19992 1
AEROSPACE & AERONAUTICAL						30102 4	
BIOENGINEERING & BIOMEDIC			28500 1				
CHEMICAL	35900 1	36000 1	33500 1			35035 10	36000 1
CIVIL			25050 4			29373 4	
COMPUTER						32040 3	
ELECTRICAL/ELECTRONIC			30699 10			30932 3	29976 8
INDUSTRIAL			30228 1			32004 1	27800 5
MECHANICAL			29741 5	33000 1	32448 2	32774 8	31571 7
ENGINEERING TECHNOLOGY		25200 1	22296 2		18996 1	28682 6	30167 6
AGRIBUSINESS						24000 1	
ANIMAL SCIENCES							16000 1
PLANT SCIENCES						33000 1	
COMPUTER SCIENCE							29000 1
COMPUTER PROGRAMMING			30000 1				

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
INFORMATION SCIENCES & SY			28200 1			28500 2	24250 2
ACTUARIAL						30996 2	15498 2
ARCHITECTURAL & ENVIRONME						28800 1	22500 2
CHEMISTRY							25500 2
GEOLOGY & GEOLOGICAL SCI			39996 1				17154 2

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26230 350 33996/24000	21100 2		25057 44 32000/20004	25437 8	23540 24 34236/16500	24723 25 28800/20000	25930 38 33000/24500	
BACHELOR - TECHNICAL	30875 10	18498 2	17663 4	22600 2	31750 2	29472 39 40500/24480	30163 24 36996/27000	29873 107 48000/26000	28497 25 36000/23000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23134 21 40000/18000	21627 29 25000/19800	20068 37 27999/18000	21729 36 26800/18000	17500 2	20626 151 30000/17500	30000 2		20000 3
BACHELOR - TECHNICAL	26624 4	21905 10		27425 8		25332 16			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24765 6	21648 2	22500 14	24795 19	19490 87 38400/16350	21012 45 31000/17000	22099 12	35000 3	17567 3
BACHELOR - TECHNICAL	18000 1	29815 16	27083 30 52803/24000	30286 80 34200/26000	24049 6	26055 98 37200/20693	24118 37 33180/18996	21625 8	20649 11

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		18500 1	18000 1	21667 3	25317 6	24648 2	19534 4	25633 3	26333 9
BACHELOR - TECHNICAL	22998 2			18780 5	30371 223 38952/27500	22310 17	31492 21 36000/28800	29189 94 35580/25000	34630 286 48000/32400

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25516 9	26550 4	24315 19	25200 9			25000 1	20422 4	27084 147 32640/24996
BACHELOR - TECHNICAL	31993 111 39996/29496	31694 141 37500/29500	32491 41 43836/28800	34194 7	30984 13	32004 1	31777 8	28432 21 37500/18000	34093 546 52800/28800

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	16000 2		23750 1	28000 1	21519 5	24584 6	25748 80 42000/20000
BACHELOR - TECHNICAL	35900 1	30600 2	29293 27 39996/26000	33000 1	27964 3	31483 46 39600/27996	27477 39 36000/17000

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26186 321 33996/24000	25365 154 33000/20384		26000 2					25118 5
BUSINESS ADMIN (INCL MGMT	22600 3	23000 1	24000 3			21334 1			28500 2
ECONOM & FINANCE (BANKING	26454 11	24267 16	24585 6	24941 17	25500 2	20004 1	23997 4	25992 1	24997 23 30000/21000
MANAGEMENT INFO SYSTEMS	26801 5	26250 2							27798 2
MARKETING/MARK MGMT (RESR	20698 2				25000 1			25000 1	
VISUAL & PERFORMING ARTS		15000 1							17100 1
HUMANITIES - OTHER								18000 1	
AGRICULTURAL									24996 1
AGRIBUSINESS							18000 1		
COMPUTER SCIENCE								32000 1	
MATHEMATICS				19200 1					

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		21760 5	23098 5					19900 1	
ECONOM & FINANCE (BANKING	21335 3	23158 2	23412 3						
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR	24996 1	17200 3	22859 5			17000 1		18500 1	
REAL ESTATE		20600 1							
JOURNALISM				18996 1		16500 1			17300 5
ELEMENTARY EDUCATION							18000 1		
FOREIGN LANGUAGES								24504 1	
VISUAL & PERFORMING ARTS								20445 3	
HISTORY			22500 1						
PSYCHOLOGY									24000 1
ACTUARIAL								15498 2	
ARCHITECTURAL & ENVIRONME				19296 3				24996 1	
GEOLOGY & GEOLOGICAL SCI						17154 2			

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			18000 1						21875 4
BUSINESS ADMIN (INCL MGMT		24771 7		24639 5	24000 4	23579 3	22763 11	17500 1	
DISTRIBUTION MANAGEMENT				17496 1					
ECONOM & FINANCE (BANKING		22776 2	23600 2	27600 1	15600 1		22700 5	26496 1	26004 1
HOTEL/RESTAURANT MGMT.		18000 1							
MANAGEMENT INFO SYSTEMS		24804 1							
MARKETING/MARK MGMT (RESR	20167 3	23784 10	21792 12	22799 4	27498 4	28200 1	23638 60 42000/18000	30000 1	
COMMUNICATIONS							21250 2		
JOURNALISM							22500 2	17000 1	
ELEMENTARY EDUCATION							25000 1		
HUMAN ECOLOGY (HOME ECONO			20500 2				20000 1		
TEXTILES & CLOTHING			24000 3						
MERCHANDISING MANAGEMENT			16500 2						
VISUAL & PERFORMING ARTS			25998 2				23100 4		
HUMANITIES - OTHER			23000 1						
HISTORY							24000 1		
POLITICAL SCIENCE/GOVT							29400 1		
PSYCHOLOGY		22500 1					20004 1		
SOCIOLOGY							25000 1		
AGRICULTURAL		27668 3	30000 1				29004 1		
CHEMICAL		35400 2							
CIVIL							30996 1		
COMPUTER					27996 1				

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ELECTRICAL/ELECTRONIC							32967 3		
INDUSTRIAL							26400 1		
MECHANICAL							33200 1		
ENGINEERING TECHNOLOGY		27498 2	30000 1		34992 1	22992 1	26970 17		
AGRIBUSINESS		26127 4					23959 5	15732 1	
PLANT SCIENCES			19992 1				33000 1		
COMPUTER SCIENCE							32460 1		
ACTUARIAL		24000 2					28096 3		
ARCHITECTURAL & ENVIRONME							19992 1		
BIOLOGICAL							18996 1		
CHEMISTRY							24000 1		

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			21000 1						
ECONOM & FINANCE (BANKING			18079 5						
HUMAN RSRCS (incl LABOR R					31000 1				
MANAGEMENT INFO SYSTEMS			21996 1						
MARKETING/MARK MGMT (RESR			18100 3		20195 1				
PHYSICAL EDUCATION			21000 1						
FOREIGN LANGUAGES			23000 1						
HUMANITIES - OTHER			19900 1						
HISTORY			18996 1						
POLITICAL SCIENCE/GOVT			19500 4						
AEROSPACE & AERONAUTICAL			21000 1				29895 21 33600/27500		30430 2
AGRICULTURAL							24996 1	27600 1	
ARCHITECTURAL							30260 35 35580/26000		
BIOENGINEERING & BIOMEDIC						31173 4			
CHEMICAL							36522 9	32452 10	34934 30 39120/33000
CIVIL			22664 3			25010 5	28931 92 38000/24440	27933 22 37200/23700	29496 3
COMPUTER			26244 1				30000 1		
ELECTRICAL/ELECTRONIC			27000 1			26500 1	32708 53 39000/30600	35400 1	32673 22 37200/31000
INDUSTRIAL									28737 30 37200/25000
MECHANICAL			21604 3				32217 109 38200/28300	28500 1	33300 57 42000/29500
PETROLEUM							33032 8		38744 9
ENGINEERING TECHNOLOGY							27240 5		29013 7
INDUSTRIAL TECHNOLOGY									31760 3

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
PLANT SCIENCES								34992 1	
NATURAL RESOURCES			20700 1						
COMPUTER SCIENCE							35000 1		
ARCHITECTURAL & ENVIRONME					24000 2		27562 5	13500 1	29400 1
BIOLOGICAL								21000 1	
GEOLOGY & GEOLOGICAL SCI			26994 2						

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING	27360 2								
BUSINESS ADMIN (INCL MGMT			26000 1						
MANAGEMENT INFO SYSTEMS	28200 2								
AEROSPACE & AERONAUTICAL	30334 13	31896 1	31916 9		28492 13	30288 19		30042 4	30458 18
AGRICULTURAL					34992 1			33996 3	
ARCHITECTURAL						27000 1			
BIOENGINEERING & BIOMEDIC									27600 3
CHEMICAL					37180 18	31360 3	35363 297 52200/33720	28184 19	33761 20 39000/28620
CIVIL	34400 1	32000 1				25900 2	30167 3	30362 4	29684 33 52803/25992
COMPUTER	30541 5		31674 4						31068 3
ELECTRICAL/ELECTRONIC	32399 37 38952/30804	32079 43 36000/30000	32239 26 35100/30250	31970 33 35000/30000	31737 34 37500/28536	31079 17	32459 13	31734 38 36000/29130	31580 83 36000/29496
INDUSTRIAL		29700 1			32004 1	31200 1		32382 6	30667 24 41220/28500
MECHANICAL	30287 18	31260 5	33100 1	33980 5	30864 23 36000/28000	30373 13	34702 25 38400/32100	35306 60 52049/31000	32873 87 44400/27996
METALLURGICAL					35150 2	33533 3			30346 2
PETROLEUM					37002 2		36180 10	35293 14	35316 27 52000/27720
ENGINEERING TECHNOLOGY		27855 4	27833 3	27100 2	29400 1		29600 2	29738 12	28906 25 34992/24000
COMPUTER SCIENCE	26501 5		28400 2						
COMPUTER PROGRAMMING	26500 5								
ARCHITECTURAL & ENVIRONME					29400 3			30068 3	27761 12
CHEMISTRY							29075 8		42000 1
GEOLOGY & GEOLOGICAL SCI									29598 2
MATHEMATICS	30112 3		28992 1						27825 7
PHYSICS			30204 1					30000 1	27462 3

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				37500 2					
MARKETING/MARK MGMT (RESR	26000 1								
HUMAN ECOLOGY (HOME ECONO			14000 1						
PSYCHOLOGY									30000 1
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									17356 3
PLANT SCIENCES									17000 1
INFORMATION SCIENCES & SY								29950 1	
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2
CHEMISTRY									21600 1

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					25400 2		26748 2		
BUSINESS ADMIN (INCL MGMT	22800 1		28500 1		27000 5	26367 3	25000 1		
ECONOM & FINANCE (BANKING					28500 1		28933 3		
MANAGEMENT INFO SYSTEMS					27335 34 31500/24000	23004 5	27441 42 30804/24000		
MARKETING/MARK MGMT (RESR					28100 2		28200 1		
COMMUNICATIONS							29600 1		
PHYSICAL EDUCATION		18000 1							
LETTERS (incl English, Li					26400 1				
SOCIAL SCIENCES-OTHER		17000 1							
AGRICULTURAL									21996 1
COMPUTER					30978 15		33060 5		
ELECTRICAL/ELECTRONIC					33504 1	40500 1	27600 1		
ANIMAL SCIENCES									19750 4
PLANT SCIENCES									19664 6
NATURAL RESOURCES									19500 3
COMPUTER SCIENCE					29086 48 33500/25800	34500 1	30660 20 36000/28000		
INFORMATION SCIENCES & SY					27505 48 32000/24000	29020 15	27067 9		
ACTUARIAL									16718 5
MATHEMATICS					28519 5		27923 4		
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		26590 17		21148 4					
BUSINESS ADMIN (INCL MGMT		25022 9	22485 5	20596 64 34236/15600			18000 1		
DISTRIBUTION MANAGEMENT				20333 3				18000 1	
ECONOM & FINANCE (BANKING		26431 16		22796 26 32000/18200					38400 1
HOTEL/RESTAURANT MGMT.				20089 18					
HUMAN RSRCS (incl LABOR R			21167 3	11000 1					
MANAGEMENT INFO SYSTEMS		29498 2		28935 3					
MARKETING/MARK MGMT (RESR		25665 3		20948 50 40000/18000		20000 1			
COMMUNICATIONS				23000 4					
TELECOMMUN/BROADCASTING				18000 1					
ELEMENTARY EDUCATION		18400 1							19456 62 33425/16992
PHYSICAL EDUCATION				21000 1					18668 5
SPECIAL EDUCATION									18788 8
TEXTILES & CLOTHING				17500 1					
MERCHANDISING MANAGEMENT				20000 1					
LETTERS (incl English, Li				25648 2					
VISUAL & PERFORMING ARTS			17592 1	19992 1					18375 4
HISTORY						13440 1			
POLITICAL SCIENCE/GOVT				18500 2					
PSYCHOLOGY			18000 1	22030 9					
SOCIOLOGY				21000 1					
SOCIAL SCIENCES-OTHER				21000 1					
AEROSPACE & AERONAUTICAL		33000 1							

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
AGRICULTURAL				18000 1					
BIOENGINEERING & BIOMEDIC		30252 2							
CHEMICAL		30000 1							
CIVIL	29700 1	27504 1							
ELECTRICAL/ELECTRONIC		29123 4		29200 1				36000 1	
INDUSTRIAL		30174 6							
MECHANICAL		31800 1							
ENGINEERING TECHNOLOGY				26119 5				24000 1	
AGRIBUSINESS		26496 1		20700 5					
ANIMAL SCIENCES		20000 1							
PLANT SCIENCES				21164 3			19002 2		
OTHER AGRICULTURAL SCIENC							20496 2		24000 1
COMPUTER SCIENCE		30070 5		28850 1					
INFORMATION SCIENCES & SY		29458 6		25450 3					
ACTUARIAL				18513 4			16398 2		23496 1
ARCHITECTURAL & ENVIRONME	21157 8	18000 1		27504 1			24498 2		
BIOLOGICAL				18596 3					12996 1
CHEMISTRY								33060 3	
GEOLOGY & GEOLOGICAL SCI							26187 4		
MATHEMATICS		26998 5							20800 2
PHYSICS				22000 1					

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26140 342 33996/24000	25201 174 33000/20195	24390 9	25053 19	25333 3	20669 2	23997 4	22997 3	25158 33 30600/21000
BACHELOR - TECHNICAL				19200 1			18000 1	32000 1	24996 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22250 4	20043 12	23037 14	18996 1		16750 2	18000 1	20707 6	18417 6
BACHELOR - TECHNICAL				19296 3		17154 2		18664 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20167 3	23732 22 36600/18000	21908 25 28200/18000	23590 11	24621 9	24734 4	23394 90 42000/18000	22749 4	22701 5
BACHELOR - TECHNICAL		27793 13	26664 3		31494 2	22992 1	27285 37 36000/19992	15732 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL			19366 18		25598 2				
BACHELOR - TECHNICAL			23478 12		24000 2	27624 10	31031 340 52800/25344	28948 38 39600/23700	32639 164 52500/27696

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27780 4		26000 1						
BACHELOR - TECHNICAL	30813 87 38952/27560	31650 55 36000/29420	31591 47 39996/28992	31978 40 38100/29500	32219 98 51600/26255	30565 59 35400/26000	35018 358 52200/32040	32737 164 52049/26820	31556 350 52803/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26000 1		14000 1	37500 2					30000 1
BACHELOR - TECHNICAL	18133 3		25000 4					29950 1	17709 8

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22800 1	17500 2	28500 1		27251 45 31500/24000	24265 8	27513 50 30804/24000		
BACHELOR - TECHNICAL					28693 117 34020/24096	30018 17	29779 39 36996/27000		18954 20 25000/15000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26136 48 32000/24996	21152 10	21141 193 40000/18000		16720 2	18000 1	18000 1	19523 80 38400/16350
BACHELOR - TECHNICAL	22106 9	28769 35 33000/26496		22476 28 29975/17496			22128 12	31836 5	20418 5

AVERAGE SALARY OFFERS JULY 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28000 1			30500 6		35350 2	31000 1		
MBA--TECH	34623 4			31992 1	45000 1	31992 1		33246 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1		25000 2			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1								31490 11
MBA--TECH									37332 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	25200 1
MBA--TECH							

A3940-1.6U
9/90

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

SOUTHWESTERN REGION (SWPA)

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

The career planning & placement offices that participate in the *Salary Survey* are divided into seven geographic regions. The participants listed comprise the **Southwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990, through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	52	1098	$25608	$25975	$28200	$26220	$23220	568	5438	$25876	$26391	$28500	$26000	$23000
BUSINESS ADMIN (INCL MGMT	14	611	20921	23965	*	*	*	158	1874	22283	23529	27600	22000	18000
DISTRIBUTION MANAGEMENT	1	35	15000	24458	*	*	*	6	108	18583	25079	*	*	*
ECONOM & FINANCE (BANKING	12	590	23433	25266	*	*	*	166	2472	24350	25184	28500	25004	18500
HOTEL/RESTAURANT MGMT.	3	89	22001	20484	*	*	*	22	209	20255	20752	23000	20002	18000
HUMAN RSRCS (incl LABOR R	+	36	+	22885				5	140	21100	23101	*	*	*
MANAGEMENT INFO SYSTEMS	10	124	27740	27176	*	*	*	110	599	27079	27428	30600	27600	24000
MARKETING/MARK MGMT (RESR	11	443	22615	23874	*	*	*	183	1979	22587	23543	27600	22500	18000
REAL ESTATE	+	5	+	25259				1	29	20600	24509	*	*	*
COMMUNICATIONS														
ADVERTISING	1	39	15000	20981	*	*	*	1	104	15000	20742	*	*	*
COMMUNICATIONS	+	102	+	21271				7	366	23443	21002	*	*	*
JOURNALISM	+	31	+	21096				10	134	18400	19488	*	*	*
TELECOMMUN/BROADCASTING	1	8	20000	19892	*	*	*	3	73	16667	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	13	224	19959	18689	*	*	*	78	598	19579	18974	21996	19711	16992
PRE-ELEMENTARY EDUCATION	2	12	18500	18356	*	*	*	2	39	18500	17507	*	*	*
PHYSICAL EDUCATION	1	23	19000	20918	*	*	*	9	67	19149	19904	*	*	*
SPECIAL EDUCATION	2	37	20500	21843	*	*	*	10	123	19130	20433	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	8	+	21020				4	20	18750	19383	*	*	*
TEXTILES & CLOTHING	+	11	+	18823				4	144	22375	20662	*	*	*
MERCHANDISING MANAGEMENT	+	41	+	19113				3	94	17667	19496	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	1	38	16000	24058	*	*	*	3	76	21168	23607	*	*	*
LETTERS (incl English, Li	1	105	22900	22533	*	*	*	4	262	25149	21566	*	*	*
VISUAL & PERFORMING ARTS	1	51	12000	20757	*	*	*	18	119	20051	20588	*	*	*
HUMANITIES - OTHER	8	61	20725	22453	*	*	*	11	165	20609	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	26	+	21501				+	57	+	20745			
HISTORY	1	65	18000	22860	*	*	*	5	125	19387	22715	*	*	*
POLITICAL SCIENCE/GOVT	1	115	21300	23681	*	*	*	8	265	20713	23677	*	*	*
PSYCHOLOGY	+	116	+	21024				14	299	22341	20688	*	*	*
SOCIOLOGY	+	38	+	20113				2	82	23000	20134	*	*	*
SOCIAL SCIENCES-OTHER	+	107	+	20976				2	230	19000	21627	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	20	68	30389	30688	34000	30786	27500	122	346	30149	30509	33000	30780	26252
AGRICULTURAL	+	6	+	30458				14	59	28327	30127	*	*	*
ARCHITECTURAL	6	16	31100	28110	*	*	*	42	73	30302	28916	34200	30000	27000
BIOENGINEERING & BIOMEDIC	+	5	+	25698				9	52	29777	30052	*	*	*
CHEMICAL	39	417	36870	35296	39600	37000	34600	448	2290	35082	35122	37320	35500	31500
CIVIL	12	276	28532	28533	*	*	*	184	1422	28793	28136	33500	28500	24000
COMPUTER	9	108	31028	32343	*	*	*	44	439	31047	31490	33000	31350	28800
ELECTRICAL/ELECTRONIC	54	905	31845	31665	34500	32125	28000	468	3529	31989	31778	34900	32000	29400

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	1	+	$36000				+	6	+	$30019			
INDUSTRIAL	12	140	$30440	30013	*	*	*	82	995	$29976	30525	$32500	$30114	$27500
MECHANICAL	77	792	32397	31703	$36480	$32900	$28000	486	3587	32753	32064	37200	33000	28000
METALLURGICAL	+	44	+	31589				7	205	33085	32235	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	28383				+	44	+	29383			
NUCLEAR	+	20	+	33302				+	55	+	31750			
PETROLEUM	10	20	35535	33504	*	*	*	80	158	35647	35202	39600	36378	28800
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	69	184	30865	29990	35700	31222	26000	158	483	29381	29318	34500	29560	24000
INDUSTRIAL TECHNOLOGY	+	53	+	30058				3	116	31760	29235	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	17	+	21448				18	123	22557	21834	*	*	*
ANIMAL SCIENCES	2	13	21500	21436	*	*	*	10	55	19407	19719	*	*	*
PLANT SCIENCES	+	4	+	19125				15	32	21631	21176	*	*	*
NATURAL RESOURCES	1	8	16305	20032	*	*	*	5	24	19101	19058	*	*	*
OTHER AGRICULTURAL SCIENC	+	7	+	26829				3	56	21664	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	21	362	26817	30012	32000	28000	20195	106	1382	29009	29804	33000	29500	24000
COMPUTER PROGRAMMING	+	16	+	26526				5	86	26500	28223	*	*	*
INFORMATION SCIENCES & SY	+	112	+	29147				82	457	27832	28631	30840	27550	25000
SYSTEMS ANALYSIS	+	3	+	25669				+	17	+	30556			
HEALTH SCIENCES														
ALLIED HEALTH	+	53	+	28219				3	137	18133	27436	*	*	*
HEALTH SCIENCES	1	12	22000	21561	*	*	*	7	40	22143	20827	*	*	*
NURSING	+	126	+	28330				+	246	+	28270			
PHARMACY	+	47	+	36811				+	86	+	36728			
SCIENCES														
ACTUARIAL	+	14	+	30757				19	78	19854	28267	*	*	*
ARCHITECTURAL & ENVIRONME	+	27	+	24947				44	106	25156	25125	29400	27000	18000
BIOLOGICAL	1	46	21000	22283	*	*	*	7	108	18540	21800	*	*	*
CHEMISTRY	+	45	+	25753				14	152	29955	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	30000	25200	*	*	*	11	29	25658	23463	*	*	*
MATHEMATICS	4	103	26950	27883	*	*	*	32	357	27249	27032	32000	29100	20800
PHYSICS	+	16	+	28179				6	58	27432	29157	*	*	*
OTHER PHYSICAL & EARTH SC	1	9	18000	21009	*	*	*	2	18	18000	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				+	8	+	32066			
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	476	8407						3953	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	38	779	$26611	$26347	$28500	$27000	$24500	380	4114	$26188	$26824	$28600	$26004	$24000
ACCOUNTING (PRIVATE)	10	365	25116	25293	*	*	*	184	1486	25197	25273	28500	25700	20195
COMMERCIAL BANKING (CNSMR	2	54	16800	23914	*	*	*	11	279	23010	21915	*	*	*
COMMERCIAL BANKING (LENDG	+	37	+	25302				20	302	24760	24171	26000	25004	23000
INVESTMT BANKING (CORP FN	+	44	+	29555				3	124	25333	29065	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24335				2	19	20669	26534	*	*	*
INVESTMT BANKG (REAL EST)	+	5	+	25525				5	19	22798	25358	*	*	*
INVESTMT BANKG (SALES & T	+	8	+	22662				4	36	25248	23226	*	*	*
FINANCIAL/TREASURY AHALYS	5	190	23700	25976	*	*	*	39	774	24967	26692	30000	25000	20800
PORTFOLIO MGMT/BROKERAGE	1	18	25000	22394	*	*	*	5	90	22800	23430	*	*	*
UNDERWRITING	8	55	27753	25135	*	*	*	20	212	23127	24012	28000	22160	18000
INSURANCE - CLAIMS	3	75	24000	21879	*	*	*	17	191	23207	22456	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	3	14	14000	18098	*	*	*	7	39	16983	20370	*	*	*
MEDIA PLANNING	+	10	+	18548				+	31	+	19795			
REPORTING	+	9	+	16444				4	30	16952	16517	*	*	*
PRODUCTION	+	14	+	24200				1	67	18000	25338	*	*	*
PUBLIC RELATIONS	+	38	+	20413				9	114	20026	20322	*	*	*
WRITING / EDITING	+	47	+	21822				6	112	18417	19972	*	*	*
MARKETING														
ADVERTISING	1	40	20000	23681	*	*	*	5	104	18500	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	1	68	25000	26393	*	*	*	36	276	25233	25442	30000	24900	20000
BUYER/MERCHANDISING	3	94	21733	23302	*	*	*	31	551	22351	23021	27492	23000	19000
DISTRIBUTION	+	40	+	26430				11	158	23590	26152	*	*	*
MARKET RESEARCH	+	59	+	24320				11	135	25871	25128	*	*	*
PURCHASING	+	15	+	25413				5	69	24386	24204	*	*	*
SALES	12	588	24734	24475	*	*	*	139	2171	24545	24719	32000	24000	18000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	24	+	21392				5	62	21346	21236	*	*	*
FINANC,TAXA, MONETARY POL	1	33	20772	23768	*	*	*	6	102	22379	23017	*	*	*
ECONOMIC PROGRAMS	+	12	+	21721				+	28	+	24373			
LAW ENFORCEMENT	1	34	26000	22336	*	*	*	1	67	26000	24037	*	*	*
MILITARY	+	35	+	22925				30	133	21011	22375	25500	21000	16308
NATIONAL SECURITY	+	6	+	22133				+	15	+	24459			
URBAN / REGIONAL PLANNING	+	16	+	21773				4	33	24799	23546	*	*	*
ENGINEERING														
BIOENGINEERING	+	46	+	33374				10	107	27624	33193	*	*	*
DESIGN / CONSTRUCT	75	475	31727	30675	36480	32000	26000	415	2007	31157	30096	35400	31500	25500
ENVIRONMENTAL/SANITATION	5	55	30120	29174	*	*	*	43	261	29084	29334	34992	29500	23700
MANUFACTURING/INDUSTRIAL	24	526	30738	31724	34000	31025	28000	188	2160	32397	31948	36700	32500	27696
SYSTEMS / PROGRAMMING	12	88	30846	31039	*	*	*	103	460	30699	31078	33600	31000	27560
POWER SYSTEMS	7	95	31837	31662	*	*	*	62	486	31671	31720	34200	31950	29420
SOFTWARE DESIGN & DEVELOP	4	156	27915	32064	*	*	*	52	503	31200	31802	33600	31500	28800
HARDWARE DESIGN & DEVELOP	11	123	31781	31853	*	*	*	51	417	31935	32303	34200	32100	29500

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	8	111	$33463	$32109	*	*	*	106	689	$32313	$32283	$36700	$32400	$26256
TESTING	13	55	32010	29755	*	*	*	72	298	30826	30205	34000	31750	26200
PROCESS ENGINEERING	27	279	36206	35339	$39000	$36500	$32760	385	1669	35101	35045	37320	35500	32400
PROJECT ENGINEERING	25	253	33034	31818	37000	34300	28000	189	1383	32776	32130	37500	33000	27000
OTHER ENGINEERING	59	718	32787	31291	37500	32200	29400	409	2835	31733	31333	37200	31500	27000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	7	18000	19788	*	*	*	5	38	19680	22109	*	*	*
INDUSTRIAL HYGIENE	18	22	31533	29409	*	*	*	18	23	31533	28826	*	*	*
MEDICAL TECHNOLOGY	+	14	+	25269				5	40	22800	23950	*	*	*
NURSES / PERSONAL CARE	+	126	+	28425				2	246	37500	28200	*	*	*
OCCUPATIONAL THERAPY	+	9	+	24933				+	28	+	25644			
PHARMACIST	+	42	+	36674				+	68	+	37466			
PHYSICAL THERAPY	+	18	+	29180				+	60	+	29309			
RESPIRATORY THERAPY	+	3	+	23200				1	11	29950	25030	*	*	*
OTHER HEALTH RELATED	+	50	+	22964				9	106	19074	21842	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	19	22000	22583	*	*	*	2	56	22400	19827	*	*	*
COUNSELING	+	46	+	16385				2	102	17500	16658	*	*	*
FUNDRAISING / DEVELOPMENT	+	19	+	17893				1	35	28500	16930	*	*	*
SOCIAL WORK	+	40	+	16994				+	82	+	17313			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	11	288	29056	28696	*	*	*	173	1232	28341	28589	31992	28800	24000
INFORMATION SYSTEMS	8	135	27013	28913	*	*	*	33	608	27895	28262	32000	27500	25000
SYSTEMS ANALYSIS & DESIGN	10	201	26500	29333	*	*	*	99	689	28303	29539	32004	28200	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	28	+	30740				+	123	+	30222			
AGRICULTURE/NAT'L RESOURC	3	32	17768	19888	*	*	*	23	162	18799	20122	23000	18000	16000
ARCHITECTURE	+	12	+	22980				9	35	22106	21993	*	*	*
CONSULTING	14	229	28709	28351	*	*	*	97	987	27457	28679	31800	27492	24996
HUMAN RESRCS /INDUS RELS	1	49	12000	22568	*	*	*	11	172	20320	23233	*	*	*
MANAGEMENT TRAINEE	21	723	21557	22257	24000	21300	18000	242	2459	21332	22269	26900	20802	18000
MATH/STATISTICIANS	3	20	28732	26909	*	*	*	3	49	28732	25451	*	*	*
PARALEGAL	+	31	+	22006				2	61	16720	20908	*	*	*
RESEARCHERS NON-TECHNICAL	+	16	+	25456				13	47	21810	22480	*	*	*
RESEARCHERS - TECHNICAL	+	27	+	28073				6	80	29530	27896	*	*	*
TEACHING	26	392	19714	19634	22900	20500	17000	111	1027	19608	19353	22000	19992	16350
TOTALS	476	8407						3953	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

SWPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	4	83	$28300	$29484	*	*	*	120	365	$30497	$29647	$34500	$30000	$25300
MBA--NON-TECH	6	228	28317	36009	*	*	*	34	798	30545	36175	37500	30000	25200
MBA--TECH	+	49	+	36349				12	174	35497	37737	*	*	*
MS-BUSINESS	+	3	+	27753				2	58	33100	34347	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	31	+	32530				8	246	33713	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	2	15	23750	30646	*	*	*	3	72	32167	31487	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	29700				12	49	34444	33739	*	*	*
MARKETING/MKTNG MGT (RESE	+	11	+	32109				6	90	33458	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	+	9	+	29422				+	17	+	27602			
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	16	+	24987				7	30	24714	25698	*	*	*
ELEMENTARY EDUCATION	+	12	+	24005				1	36	16000	22893	*	*	*
PHYSICAL EDUCATION	1	5	28000	23598	*	*	*	5	11	34419	27508	*	*	*
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	10	+	24141				2	37	21000	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				1	2	22700	24350	*	*	*
LETTERS	+	5	+	24920				+	9	+	22400			
VISUAL & PERFORMING ARTS	+	2	+	27802				1	9	21000	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	25000				+	2	+	22500			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				2	47	33594	24169	*	*	*
SOCIOLOGY	+	+	+	+				2	3	22000	20500	*	*	*
SOCIAL SCIENCES - OTHER	+	17	+	27713				+	26	+	26536			

continued

SWPA REGIONAL Report No. 6 SEPTEMBER 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	5	28	$39454	$37713	*	*	*	22	86	$36889	$36114	$40020	$35890	$34000
AGRICULTURAL	+	2	+	41448				1	8	40000	37700	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				1	4	30000	36500	*	*	*
CHEMICAL	1	19	36840	36512	*	*	*	12	152	37303	37862	*	*	*
CIVIL	+	50	+	32770				47	242	32806	32366	37200	32400	28000
COMPUTER	1	24	38460	37496	*	*	*	6	55	35096	35748	*	*	*
ELECTRICAL/ELECTRONIC	9	114	38889	37907	*	*	*	59	405	38188	37526	43200	38400	35000
INDUSTRIAL	+	17	+	33031				8	87	34211	35362	*	*	*
MECHANICAL	15	98	35483	35346	*	*	*	56	346	37102	36506	40800	37090	33000
METALLURGICAL	+	9	+	36878				3	38	36100	36792	*	*	*
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	+	1	+	38400				4	19	33693	36728	*	*	*
PETROLEUM	+	3	+	41400				18	29	38710	38412	*	*	*
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	19500				+	13	+	25696			
HEALTH SCIENCES	+	+	+	+				5	9	17440	20402	*	*	*
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				1	13	14400	22839	*	*	*
ARCHITECTURAL & ENVIRONME	+	3	+	23885				3	11	25932	26905	*	*	*
BIOLOGICAL	+	5	+	22360				4	13	33861	27279	*	*	*
CHEMISTRY	+	2	+	36660				1	23	32760	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	99	32167	37175	*	*	*	11	266	34302	36849	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	3	10	37367	34086	*	*	*	27	63	35289	33644	38400	37200	28692
MATHEMATICS (INCL ACTUARI	1	13	16800	29390	*	*	*	1	45	16800	30069	*	*	*
PHYSICS	+	1	+	41600				3	12	31264	31480	*	*	*
POLYMER	+	+	+	+				+	9	+	37098			
TOTALS	51	1026						511	4048					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	81	$33000	$39595	*	*	*	3	397	$39667	$43310	*	*	*
MBA--TECH	+	19	+	47446				2	115	32100	48191	*	*	*
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	64	+	40320				4	453	37650	45683	*	*	*
MBA--TECH	+	46	+	46161				2	234	41300	50355	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	+	66	+	43515				1	341	28000	45883	*	*	*
MBA--TECH	+	49	+	46586				+	171	+	51452			
TOTALS	1	325						12	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	17	+	$55606				1	25	$42000	54788	*	*	*
ECONOMICS	+	+	+	+				1	3	42096	44000	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				4	43	38886	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	+	7	+	35857				2	13	22500	34154	*	*	*
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	+	5	+	37800				+	10	+	34200			
ENGINEERING														
AEROSPACE	1	2	$60000	56000	*	*	*	2	6	55000	48932	*	*	*
CHEMICAL	2	45	54246	50392	*	*	*	51	177	51788	50524	$53040	$52000	$50000
CIVIL	+	11	+	45177				1	20	37200	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	13	51	52762	53315	*	*	*	27	84	53230	53147	58000	54000	43000
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	15	+	51853				3	40	48293	49887	*	*	*
METALLURGICAL	+	12	+	46867				+	30	+	47296			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				5	16	38698	38912	*	*	*
BIOLOGICAL	+	2	+	32500				+	2	+	32500			
CHEMISTRY	+	40	+	45258				5	145	39922	45356	*	*	*
GEOLOGICAL SCIENCES	+	3	+	41267				7	14	34171	38028	*	*	*
MATHEMATICS	+	5	+	48704				+	11	+	42775			
PHYSICS	+	6	+	41717				+	17	+	41486			
POLYMER	+	1	+	45000				+	8	+	46625			
TOTALS	16	261						109	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	26242 352 33996/24000	25200 1		21714 7	24500 1	27720 1	24000 1	27500 5	
BUSINESS ADMIN (INCL MGMT	23875 4			24667 3	24000 1	26479 6	25175 4	24193 10	
ECONOM & FINANCE (BANKING	26094 14			25185 35 32000/24000	29000 3	25611 5	23250 2	26154 13	
HUMAN RSRCS (incl LABOR R						25000 1			
MANAGEMENT INFO SYSTEMS	30000 3			27500 1		26908 3	26892 14	26930 7	
MARKETING/MARK MGMT (RESR	15996 1	17000 1			24998 2	24000 1	20799 5	25248 2	
JOURNALISM						17000 5	18000 1		
TELECOMMUN/BROADCASTING		20000 1							
ELEMENTARY EDUCATION						18000 1			
LETTERS (incl English, Li				32000 1			26400 1		
VISUAL & PERFORMING ARTS		12000 1				17592 1			
HUMANITIES - OTHER				21600 1	18000 1				
HISTORY								18000 1	
PSYCHOLOGY								26900 1	
AEROSPACE & AERONAUTICAL								30600 5	
AGRICULTURAL								24996 2	
ARCHITECTURAL			28500 2					27200 6	
BIOENGINEERING & BIOMEDIC								30252 2	
CHEMICAL								33437 13	
CIVIL								28831 27 38000/26000	28590 18
COMPUTER					31500 1	29400 1	30979 5	28000 1	
ELECTRICAL/ELECTRONIC	31000 2					31773 9	33603 4	30706 16	32000 1
INDUSTRIAL						31500 3		29963 7	28900 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MECHANICAL							33600 1	30708 32 48000/28500	31978 9
ENGINEERING TECHNOLOGY						24000 2	27000 1	29250 2	27840 5
AGRIBUSINESS								26496 1	
COMPUTER SCIENCE	30000 2				32000 1	30944 9	30333 6	29756 8	
INFORMATION SCIENCES & SY	30688 4			26000 1		28998 10	27660 5	28667 3	
ARCHITECTURAL & ENVIRONME		18498 2	17663 4			20400 1		28600 1	
BIOLOGICAL									21000 1
GEOLOGY & GEOLOGICAL SCI									19200 1
MATHEMATICS	32000 2			19200 1		27137 5	26850 2	23664 3	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	25067 3		23825 4	21333 3		19117 11			15000 1
BUSINESS ADMIN (INCL MGMT	14000 1	21499 6	20363 11	22857 14	15000 1	19573 43 26500/16500			
DISTRIBUTION MANAGEMENT						20333 3			
ECONOM & FINANCE (BANKING	22623 13	22899 6	15704 1	23425 6		21659 15			
HOTEL/RESTAURANT MGMT.		21643 7	19431 13			21500 1			
HUMAN RSRCS (incl LABOR R			20500 1			11000 1			
MANAGEMENT INFO SYSTEMS		25000 2		14100 2		25457 6			
MARKETING/MARK MGMT (RESR	28467 3	21450 4	19060 5	21063 13	20000 1	20759 60 30000/17500	42000 1		18000 1
ADVERTISING						15000 1			
COMMUNICATIONS		22000 2	18500 1			22000 1			
JOURNALISM									22500 2
TELECOMMUN/BROADCASTING						18000 1			12000 1
ELEMENTARY EDUCATION						25000 1			
PHYSICAL EDUCATION		21000 1							
HUMAN ECOLOGY (HOME ECONO						20333 3			
TEXTILES & CLOTHING						22375 4			
MERCHANDISING MANAGEMENT						17667 3			
LETTERS (incl English, Li						19296 1			
VISUAL & PERFORMING ARTS	17100 1		22496 2			22749 4			
HUMANITIES - OTHER				25500 2		23000 1	12000 1		
HISTORY			13440 1	22500 1		24000 1			
POLITICAL SCIENCE/GOVT						19433 3			
PSYCHOLOGY		21000 1	20400 1	25500 1		21395 5	18000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY		21000 1							
SOCIAL SCIENCES-OTHER		21000 1							
AGRICULTURAL						29004 2			
COMPUTER				24996 1					
INDUSTRIAL				29935 3					
MECHANICAL				31800 1					
ENGINEERING TECHNOLOGY		30000 1		29859 10					
AGRIBUSINESS		21000 4				20550 2			
COMPUTER SCIENCE				20402 2		24000 1			
INFORMATION SCIENCES & SY	27167 3			29000 1		27463 8			
ACTUARIAL		20684 3							
ARCHITECTURAL & ENVIRONME	24996 1								
BIOLOGICAL		21000 1				19248 2			
MATHEMATICS						24000 1			
PHYSICS		22000 1							

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING		19500 1	25000 1	24832 9	21000 1	21818 8	22596 10	37500 2	
BUSINESS ADMIN (INCL MGMT			19800 2	22383 4	16000 2	21013 8			
DISTRIBUTION MANAGEMENT					17496 1		18000 1		
ECONOM & FINANCE (BANKING	25372 4		17400 2		38400 1	19487 8	23500 2	18000 1	19500 1
HUMAN RSRCS (incl LABOR R						31000 1			
MANAGEMENT INFO SYSTEMS		23796 1	24801 7	28699 3		21201 4			
MARKETING/MARK MGMT (RESR	26500 1		21996 1	21996 1	21502 2	19966 6			19200 1
REAL ESTATE	20600 1								
COMMUNICATIONS				25000 2					
JOURNALISM					18996 1	17000 1			
ELEMENTARY EDUCATION					19488 74 33425/16992				
PRE-ELEMENTARY EDUCATION					18500 2				
PHYSICAL EDUCATION					18724 6		21000 1		
SPECIAL EDUCATION					19130 10				
HUMAN ECOLOGY (HOME ECONO									14000 1
FOREIGN LANGUAGES					16000 1	23752 2			
LETTERS (incl English, Li					22900 1				
VISUAL & PERFORMING ARTS					17287 5	30000 1			
HUMANITIES - OTHER					20600 2	19900 1			
HISTORY						18996 1			
POLITICAL SCIENCE/GOVT						19500 4			
PSYCHOLOGY			20004 1		24000 1			30000 1	
AEROSPACE & AERONAUTICAL			33000 1			25729 18	26500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 3 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AGRICULTURAL				27600 1					
ARCHITECTURAL				33000 1			25296 1		
BIOENGINEERING & BIOMEDIC									27900 2
CHEMICAL		35052 1		31500 1	36200 1	28222 11	23700 1		
CIVIL			30719 10	29583 7		23259 10	25054 26 33180/22582		
COMPUTER				30600 1		29316 3			30996 1
ELECTRICAL/ELECTRONIC		32233 9		31396 43 34020/30996		28183 25 33500/25000			
INDUSTRIAL		31800 1		29544 5		27101 7			
MECHANICAL		26000 2		31608 17		23936 20 30624/20463	27000 1		
METALLURGICAL						26252 1			
PETROLEUM						24600 1			
ENGINEERING TECHNOLOGY		29196 1		23048 3			24667 3		
AGRIBUSINESS	18000 1					15732 1		18000 1	
ANIMAL SCIENCES		20000 1							17356 3
PLANT SCIENCES				24498 2	18996 1		18492 1		17000 1
NATURAL RESOURCES						18503 2			
OTHER AGRICULTURAL SCIENC					24000 1		18000 1		
COMPUTER SCIENCE		29100 1	24600 3	29086 7	22000 2	23987 4	16000 1	17500 1	17280 1
COMPUTER PROGRAMMING			25000 2			26250 2			
INFORMATION SCIENCES & SY			24962 13	28200 3					
ALLIED HEALTH								22000 1	16200 2
HEALTH SCIENCES								22143 7	
ACTUARIAL					23496 1	18696 2	18996 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL & ENVIRONME				20850 2			23332 3		
BIOLOGICAL					21000 1		12996 1		
CHEMISTRY									21600 1
GEOLOGY & GEOLOGICAL SCI		26496 2				26994 2			
MATHEMATICS			24000 1		20867 3	20800 1			
PHYSICS						25098 2			
OTHER PHYSICAL & EARTH SC							18000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					26400 1				27033 6
BUSINESS ADMIN (INCL MGMT					24750 2		16000 1	18500 1	26400 1
ECONOM & FINANCE (BANKING					24000 1		18000 1		
MANAGEMENT INFO SYSTEMS				24000 2	26000 2	24804 1		29000 1	
MARKETING/MARK MGMT (RESR		18500 1			24000 1	24492 1	22068 2		25332 3
PHYSICAL EDUCATION			18000 1						
POLITICAL SCIENCE/GOVT								29400 1	
SOCIAL SCIENCES-OTHER				17000 1					
AEROSPACE & AERONAUTICAL					30838 86 37992/28200		28800 1		
AGRICULTURAL						21996 1			
ARCHITECTURAL								30288 24 35580/27600	
BIOENGINEERING & BIOMEDIC					28998 2				
CHEMICAL				25700 1	34200 1			34200 1	35204 196 39000/33960
CIVIL					25777 4	26000 1	28800 1	29301 22 34200/27300	32280 3
COMPUTER					31267 6				32600 2
ELECTRICAL/ELECTRONIC					31517 51 38952/28500		32892 5	32733 7	34471 23 36600/33360
INDUSTRIAL					29945 22 36000/27700		32500 1		30750 4
MECHANICAL					30117 63 33600/27600	30492 1	31251 13	31514 10	34628 60 46200/32700
METALLURGICAL							33000 1		34020 2
ENGINEERING TECHNOLOGY					30921 15	27996 1		29100 17	29165 3
AGRIBUSINESS						22668 3			
ANIMAL SCIENCES				21500 2					
PLANT SCIENCES	22998 2					21098 5			

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
OTHER AGRICULTURAL SCIENC						22992 1			
COMPUTER SCIENCE					29695 7				29475 4
INFORMATION SCIENCES & SY					26789 9				
ACTUARIAL				12600 2		19074 4			16800 1
ARCHITECTURAL & ENVIRONME								27181 25 35004/23496	
CHEMISTRY									31282 6
MATHEMATICS					30130 6				
PHYSICS					30192 1				

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	27000 1	26400 2						21396 3	26806 85 32640/25200
BUSINESS ADMIN (INCL MGMT	22000 2		24332 6					17500 1	26662 13
ECONOM & FINANCE (BANKING	26118 2	24967 3	23000 1	25750 2			25000 1		26482 19
HUMAN RSRCS (incl LABOR R									18000 1
MANAGEMENT INFO SYSTEMS	27300 2	27032 3							28969 41 31500/27492
MARKETING/MARK MGMT (RESR	23951 4	29004 1	24458 10	24825 8					26562 10
COMMUNICATIONS									29600 1
VISUAL & PERFORMING ARTS			23400 1						23400 1
SOCIOLOGY			25000 1						
AEROSPACE & AERONAUTICAL	33800 3	30500 1							34700 2
AGRICULTURAL			29873 8						
ARCHITECTURAL									33413 8
BIOENGINEERING & BIOMEDIC		32196 1							33000 1
CHEMICAL	36060 1	34637 7	35065 3	35133 3			34307 3	32700 3	35662 169 52800/29220
CIVIL	29500 1	30750 2			28800 1			32400 1	31843 42 37200/27888
COMPUTER	31825 9	31064 3							31314 7
ELECTRICAL/ELECTRONIC	32469 82 39000/30600	32048 113 36900/30240	32000 6		32467 3			33950 6	33771 39 37200/30000
INDUSTRIAL		30600 1	30698 4		29475 4		30600 1		32393 8
MECHANICAL	32123 9	318[illegible] 15	35811 16	33320 3	31099 5		34400 3	33660 5	34844 171 52049/30600
METALLURGICAL				34000 1	32000 1				38300 1
PETROLEUM									35758 78 52500/28800
ENGINEERING TECHNOLOGY	26686 4	28484 12			31500 2	32004 1		29783 6	31504 36 38400/29000
INDUSTRIAL TECHNOLOGY									31760 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
AGRIBUSINESS			26700 2						28650 2
ANIMAL SCIENCES			20000 1				24000 1		
PLANT SCIENCES								18246 2	
NATURAL RESOURCES							17500 1	20500 2	
COMPUTER SCIENCE	30769 7	30771 7							30220 31 36000/28800
INFORMATION SCIENCES & SY	30175 4		30100 1						29523 12
ACTUARIAL									24000 1
ARCHITECTURAL & ENVIRONME									30102 2
BIOLOGICAL								15288 1	
CHEMISTRY			28704 1						32595 4
GEOLOGY & GEOLOGICAL SCI									27252 3
MATHEMATICS	30208 3								31400 4
PHYSICS	30204 1								32000 1
OTHER PHYSICAL & EARTH SC								18000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING			18000 1			24996 2	25910 45 33000/23500
BUSINESS ADMIN (INCL MGMT						25000 1	26330 10
DISTRIBUTION MANAGEMENT							15000 1
ECONOM & FINANCE (BANKING						25200 1	22999 3
HOTEL/RESTAURANT MGMT.							20000 1
MANAGEMENT INFO SYSTEMS					27000 1		27987 4
MARKETING/MARK MGMT (RESR	16000 2		23750 1	28000 1	20149 4	24378 4	26161 18
ELEMENTARY EDUCATION							21000 2
VISUAL & PERFORMING ARTS							15000 1
HUMANITIES - OTHER							20000 2
PSYCHOLOGY							19992 1
AEROSPACE & AERONAUTICAL						30102 4	
BIOENGINEERING & BIOMEDIC			28500 1				
CHEMICAL	35900 1	36000 1	33500 1			35123 11	36000 1
CIVIL			25050 4			29373 4	
COMPUTER						32040 3	
ELECTRICAL/ELECTRONIC			30699 10			31959 5	29534 9
INDUSTRIAL			30864 2			32004 1	27800 5
MECHANICAL		34800 1	31088 8	33000 1	32448 2	33169 10	31571 7
PETROLEUM			38000 1				
ENGINEERING TECHNOLOGY		25200 1	27041 12		18996 1	29470 7	30270 12
AGRIBUSINESS						24000 1	
ANIMAL SCIENCES							17500 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 6/4/90 Th... 8/9/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
PLANT SCIENCES						33000 1	
COMPUTER SCIENCE							29000 1
COMPUTER PROGRAMMING			30000 1				
INFORMATION SCIENCES & SY			28200 1			28500 2	24250 2
ACTUARIAL						30996 2	15498 2
ARCHITECTURAL & ENVIRONME						28800 1	22500 2
CHEMISTRY							25500 2
GEOLOGY & GEOLOGICAL SCI			39996 1				17154 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	26214 374 33996/24000	18550 4		24762 48 32000/18500	25437 8	23540 24 34236/16500	24860 28 28800/20000	25726 39 33000/24492	
BACHELOR - TECHNICAL	30875 10	18498 2	21275 6	22600 2	31750 2	29560 40 40500/24480	30163 24 36996/27000	29924 129 48000/26000	28961 38 36000/24000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23134 21 40000/18000	21990 31 30996/20000	20018 40 27999/18000	22037 42 30000/18000	17500 2	20560 169 30000/17500	24000 3		18000 5
BACHELOR - TECHNICAL	26624 4	21905 10		28611 18		25332 16			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	24765 6	21648 2	22500 14	24795 19	19493 110 38400/16200	21012 45 31000/17000	22283 14	30750 4	17567 3
BACHELOR - TECHNICAL	18000 1	30013 18	27083 30 52803/24000	30246 93 34200/27000	23029 10	25728 112 37200/20500	23819 42 33180/18492	21250 10	20649 11

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL		18500 1	18000 1	21667 3	25129 7	24648 2	19534 4	25633 3	26460 10
BACHELOR - TECHNICAL	22998 2			18780 5	30485 273 38952/27588	22310 17	31538 22 36000/28800	29474 106 39800/25000	34650 304 48000/32496

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	24876 11	26422 9	24315 19	25010 10			25000 1	20422 4	27208 171 32640/25000
BACHELOR - TECHNICAL	32005 124 39996/29496	31775 162 42700/29448	32480 42 43836/28800	34194 7	30912 16	32004 1	30913 9	29332 27 37500/18000	34195 642 52800/28800

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	16000 2		20875 2	28000 1	21519 5	24713 8	25376 88 42000/20000
BACHELOR - TECHNICAL	35900 1	32000 3	29531 42 39996/24300	33000 1	27964 3	31826 52 39600/27996	27635 47 38000/18000

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	27500 2			30500 6		35350 2	31000 1		
MBA--TECH	34623 4			31992 1	45000 1	31992 1		33246 2	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			36000 1	32530 1	16000 1	25000 2			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	37800 1			39900 1					30957 14
MBA--TECH									37332 3

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						28000 1	25200 1
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	26228 358 33996/24000	25350 164 33000/20384	12000 1	26000 2					25118 5
BUSINESS ADMIN (INCL MGMT	22600 3	23000 1	24000 3			21334 1			28500 2
ECONOM & FINANCE (BANKING	26550 12	24267 16	24585 6	24941 17	25500 2	20004 1	23997 4	25992 1	24912 27 30000/21000
MANAGEMENT INFO SYSTEMS	26801 5	26250 2							27798 2
MARKETING/MARK MGMT (RESR	20698 2				25000 1			25000 1	
VISUAL & PERFORMING ARTS		15000 1							17100 1
HUMANITIES - OTHER			21600 1					18000 1	
AGRICULTURAL									24996 1
AGRIBUSINESS							18000 1		
COMPUTER SCIENCE								32000 1	
MATHEMATICS				19200 1					20800 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		21760 5	23098 5					19900 1	
ECONOM & FINANCE (BANKING	21335 3	23158 2	23412 3						
MANAGEMENT INFO SYSTEMS		13200 1							
MARKETING/MARK MGMT (RESR	24998 2	19784 5	22549 6			17000 1		18500 1	
REAL ESTATE		20600 1							
ADVERTISING				15000 1					
JOURNALISM				18996 1		16500 1			17300 5
ELEMENTARY EDUCATION							18000 1		
FOREIGN LANGUAGES								24504 1	
VISUAL & PERFORMING ARTS				12000 1				20445 3	
HUMANITIES - OTHER			25500 2	15000 1					
HISTORY			22500 1						
PSYCHOLOGY									24000 1
ENGINEERING TECHNOLOGY		29117 6							
ACTUARIAL								15498 2	
ARCHITECTURAL & ENVIRONME				19296 3				24996 1	
GEOLOGY & GEOLOGICAL SCI						17154 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			18000 1						21654 5
BUSINESS ADMIN (INCL MGMT		24771 7	24000 1	24639 5	24000 4	23579 3	22030 13	17500 1	
DISTRIBUTION MANAGEMENT				17496 1					
ECONOM & FINANCE (BANKING		22776 2	22100 4	27600 1	15600 1		22917 6	26496 1	26004 1
HOTEL/RESTAURANT MGMT.		18000 1							
MANAGEMENT INFO SYSTEMS		24804 1							
MARKETING/MARK MGMT (RESR	20167 3	23784 10	21792 12	22799 4	27498 4	28200 1	23493 65 42000/18000	30000 1	
COMMUNICATIONS							21250 2		
JOURNALISM							22500 2	17000 1	
TELECOMMUN/BROADCASTING	16000 2								
ELEMENTARY EDUCATION							25000 1		
HUMAN ECOLOGY (HOME ECONO			20500 2				20000 1		
TEXTILES & CLOTHING			24000 3						
MERCHANDISING MANAGEMENT			16500 2						
VISUAL & PERFORMING ARTS			25998 2				23100 4		
HUMANITIES - OTHER		25000 1	23000 1						
HISTORY							24000 1		
POLITICAL SCIENCE/GOVT							29400 1		
PSYCHOLOGY		22500 1					20004 1		
SOCIOLOGY							25000 1		
AEROSPACE & AERONAUTICAL							30500 1		
AGRICULTURAL		27668 3	30000 1				29004 1		
CHEMICAL		35400 2							

AVERAGE SALARY OFFERS SEPTEMBER-1990 SWPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
CIVIL							30996 1		
COMPUTER					27996 1				
ELECTRICAL/ELECTRONIC							32967 3		
INDUSTRIAL							26400 1		
MECHANICAL							32675 4		
ENGINEERING TECHNOLOGY		27498 2	30000 1		34992 1	22992 1	26970 17		
AGRIBUSINESS		26127 4					23959 5	15732 1	
PLANT SCIENCES			19992 1				33000 1		
COMPUTER SCIENCE							32460 1		
ACTUARIAL		24000 2					28096 3		
ARCHITECTURAL & ENVIRONME							19992 1		
BIOLOGICAL							18996 1		
CHEMISTRY							24000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			21000 1						25000 1
ECONOM & FINANCE (BANKING		26000 1	18079 5						
HUMAN RSRCS (incl LABOR R					31000 1				
MANAGEMENT INFO SYSTEMS			21996 1						
MARKETING/MARK MGMT (RESR			18100 3		20195 1				
PHYSICAL EDUCATION			21000 1						
FOREIGN LANGUAGES			23000 1						
HUMANITIES - OTHER			19900 1						
HISTORY			18996 1						
POLITICAL SCIENCE/GOVT			19500 4						
AEROSPACE & AERONAUTICAL			21000 1				30154 29 34700/26400		30430 2
AGRICULTURAL							24996 1	27600 1	
ARCHITECTURAL							30383 41 35580/27000		
BIOENGINEERING & BIOMEDIC						31173 4			
CHEMICAL							36530 10	32452 10	35017 31 39120/33600
CIVIL			22664 3			25010 5	28891 100 38000/24440	27918 24 37200/23700	29496 3
COMPUTER			26244 1				30000 1		
ELECTRICAL/ELECTRONIC			27000 1			26500 1	32692 56 39000/30600	35400 1	32596 24 37200/31000
INDUSTRIAL									29177 39 37200/27500
MECHANICAL			21604 3				32313 141 42700/28200	28500 1	33096 61 42000/28800
PETROLEUM							34281 13		38117 10
ENGINEERING TECHNOLOGY							29135 17	31700 3	29676 13
INDUSTRIAL TECHNOLOGY									31760 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
PLANT SCIENCES								34992 1	
NATURAL RESOURCES			20700 1						
COMPUTER SCIENCE							35000 1		
ARCHITECTURAL & ENVIRONME					24000 2		27562 5	13500 1	29400 1
BIOLOGICAL								21000 1	
GEOLOGY & GEOLOGICAL SCI			26994 2						

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ACCOUNTING	27360 2								
BUSINESS ADMIN (INCL MGMT			26000 1						
MANAGEMENT INFO SYSTEMS	28200 2								
AEROSPACE & AERONAUTICAL	30422 15	31948 2	31824 10	28500 2	28707 14	29834 20 34000/21201	38400 1	30042 4	30434 19
AGRICULTURAL					34992 1			33996 3	
ARCHITECTURAL						27000 1			
BIOENGINEERING & BIOMEDIC									27600 3
CHEMICAL					37106 21 51600/34500	33545 4	35449 320 52200/33720	28515 20 35640/25520	35043 28 41000/28800
CIVIL	34400 1	32000 1				25900 2	30167 3	30362 4	29685 35 52803/25992
COMPUTER	30965 7		31674 4	30600 1					30963 8
ELECTRICAL/ELECTRONIC	32267 41 38952/30804	32098 47 36000/30000	31756 27 35100/30160	32122 41 35000/30000	31718 38 37500/28500	31546 24 38400/28000	32519 14	31816 39 36000/29130	31687 98 36600/29496
INDUSTRIAL		29700 1			32004 1	31200 1		32382 6	30667 24 41220/28500
MECHANICAL	30383 20 33600/27900	31140 7	31520 3	33980 - 5	30864 23 36000/28000	30502 15	34536 27 38400/32100	35214 72 52049/31000	32692 101 44400/27996
METALLURGICAL					35150 2	33533 3			30346 2
PETROLEUM					37002 2		36180 10	35256 16	35345 29 52000/27720
ENGINEERING TECHNOLOGY	29400 1	27855 4	27833 3	27100 2	29400 1	31698 2	29600 2	29809 21 38400/27000	29991 36 37800/24000
COMPUTER SCIENCE	26751 6		28400 2						
COMPUTER PROGRAMMING	26500 5								
ARCHITECTURAL & ENVIRONME					29400 3			30068 3	27761 12
CHEMISTRY							29075 8		42000 1
GEOLOGY & GEOLOGICAL SCI									29732 3
MATHEMATICS	30112 3		28992 1						27825 7
PHYSICS			30204 1					30000 1	27462 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING				37500 2					
ECONOM & FINANCE (BANKING	18000 1								
MARKETING/MARK MGMT (RESR	26000 1								
HUMAN ECOLOGY (HOME ECONO			14000 1						
PSYCHOLOGY									30000 1
ENGINEERING TECHNOLOGY		31533 18							
AGRIBUSINESS									18000 1
ANIMAL SCIENCES									17356 3
PLANT SCIENCES									17000 1
INFORMATION SCIENCES & SY								29950 1	
ALLIED HEALTH	18133 3								
HEALTH SCIENCES			25000 4						16500 2
CHEMISTRY									21600 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					25400 2		26748 2		
BUSINESS ADMIN (INCL MGMT	22800 1		28500 1		27000 5	27650 4	25000 1		
ECONOM & FINANCE (BANKING					28500 1		28933 3		
MANAGEMENT INFO SYSTEMS					27247 36 31500/24000	25513 9	27472 45 30804/24000		
MARKETING/MARK MGMT (RESR					28100 2		28200 1		
COMMUNICATIONS							29600 1		
PHYSICAL EDUCATION		18000 1							
LETTERS (incl English, Li					26400 1				
SOCIAL SCIENCES-OTHER		17000 1							
AGRICULTURAL									21996 1
COMPUTER					30924 16		33060 5		
ELECTRICAL/ELECTRONIC					30252 2	40500 1	27600 1		
ANIMAL SCIENCES									19600 5
PLANT SCIENCES									19664 6
NATURAL RESOURCES									18701 4
COMPUTER SCIENCE					29221 55 33600/25920	26125 4	29426 27 36000/26000		
INFORMATION SCIENCES & SY					27505 48 32000/24000	29020 15	27067 9		
HEALTH SCIENCES	22000 1								
ACTUARIAL									16/18 5
MATHEMATICS					28519 5		27923 4		
OTHER PHYSICAL & EARTH SC									18000 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		26560 18		20432 6					
BUSINESS ADMIN (INCL MGMT		25022 9	22485 5	20591 72 34236/16500			18000 1		12000 1
DISTRIBUTION MANAGEMENT				19000 4				18000 1	
ECONOM & FINANCE (BANKING		26431 16		22835 28 32000/18200					38400 1
HOTEL/RESTAURANT MGMT.				20362 21 23500/18000					
HUMAN RSRCS (incl LABOR R			21167 3	11000 1					
MANAGEMENT INFO SYSTEMS		28865 3		28935 3					
MARKETING/MARK MGMT (RESR		25665 3		21039 52 40000/18000		20000 1			
COMMUNICATIONS				23000 4					
TELECOMMUN/BROADCASTING				18000 1					
ELEMENTARY EDUCATION		18400 1							19543 75 33425/16992
PRE-ELEMENTARY EDUCATION									18500 2
PHYSICAL EDUCATION				21000 1					18724 6
SPECIAL EDUCATION									19130 10
TEXTILES & CLOTHING				17500 1					
MERCHANDISING MANAGEMENT				20000 1					
FOREIGN LANGUAGES									16000 1
LETTERS (incl English, Li				25648 2					22900 1
VISUAL & PERFORMING ARTS			17592 1	19992 1					18375 4
HUMANITIES - OTHER			12000 1						20600 2
HISTORY		18000 1				13440 1			
POLITICAL SCIENCE/GOVT				19433 3					
PSYCHOLOGY			18000 1	22030 9					

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIOLOGY				21000 1					
SOCIAL SCIENCES-OTHER				21000 1					
AEROSPACE & AERONAUTICAL		30250 2							
AGRICULTURAL				18000 1					
BIOENGINEERING & BIOMEDIC		30252 2							
CHEMICAL		31000 2							
CIVIL	29700 1	27504 1							
ELECTRICAL/ELECTRONIC		29499 7		29200 1				36000 1	
INDUSTRIAL		30060 9							
MECHANICAL		30527 3							
ENGINEERING TECHNOLOGY		31500 1		26119 5				24000 1	
AGRIBUSINESS		26496 1		20700 5					
ANIMAL SCIENCES		20000 1		24000 1					
PLANT SCIENCES				21164 3			19002 2		
OTHER AGRICULTURAL SCIENC							20496 2		24000 1
COMPUTER SCIENCE		30070 5		29753 2	20195 1				22000 1
INFORMATION SCIENCES & SY		29458 6		25450 3					
ACTUARIAL				18513 4			16398 2		23496 1
ARCHITECTURAL & ENVIRONME	21157 8	18000 1		27504 1			24498 2		
BIOLOGICAL				18596 3					16998 2
CHEMISTRY								33060 3	
GEOLOGY & GEOLOGICAL SCI							26187 4		
MATHEMATICS		26998 5			33000 2				20867 3

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 3

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
PHYSICS				22000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	26188 380 33996/24000	25197 184 33000/20195	23010 11	25053 19	25333 3	20669 2	23997 4	22997 3	25078 37 30600/21000
BACHELOR - TECHNICAL				19200 1			18000 1	32000 1	22898 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	22800 5	20560 14	23207 17	15249 4		16750 2	18000 1	20707 6	18417 6
BACHELOR - TECHNICAL		29117 6		19296 3		17154 2		18664 3	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	18500 5	23787 23 36600/18000	21889 28 28200/18000	23590 11	24621 9	24734 4	23207 98 42000/18000	22749 4	22379 6
BACHELOR - TECHNICAL		27793 13	26664 3		31494 2	22992 1	27745 41 36000/20148	15732 1	

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL		26000 1	19366 18		25598 2				25000 1
BACHELOR - TECHNICAL			23478 12		24000 2	27624 10	31157 415 52800/25500	29084 43 39600/23700	32436 187 52500/27700

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27780 4		26000 1						
BACHELOR - TECHNICAL	30817 99 38952/27560	31671 62 36000/29420	31302 51 39996/28992	31935 51 38100/29500	32313 106 51600/26256	30826 72 40100/26200	35101 385 52200/32400	32776 189 52049/27000	31733 409 52803/27000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	22000 2		14000 1	37500 2					30000 1
BACHELOR - TECHNICAL	18133 3	31533 18	25000 4					29950 1	17709 8

AVERAGE SALARY OFFERS SEPTEMBER 1990 SWPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	22800 1	17500 2	28500 1		27187 47 31500/24000	26171 13	27535 53 30804/24996		
BACHELOR - TECHNICAL	22000 1				28772 126 34020/24996	29015 20 40500/26000	29189 46 36996/26000		18799 23 25000/16000

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26003 51 32000/24996	20320 11	21124 212 40000/18000		16720 2	18000 1	18000 1	19518 103 38400/16350
BACHELOR - TECHNICAL	22106 9	29070 46 33000/27000		22800 30 30655/17496	28732 3		22128 12	31836 5	20762 8

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 1 February 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (January 10, 1990, through February 8, 1990) and cumulatively (September 1, 1989, and February 8, 1990).

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WCPA REGIONAL Report No. 1 FEBRUARY 1990

(Data Combined for Men and Women)

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	15	647	$22007	$27070	*	*	*	41	1187	$23297	$26548	$25500	$23004	$21000
BUSINESS ADMIN (INCL MGMT	+	57	+	22347				48	243	23299	21855	32000	24000	15000
DISTRIBUTION MANAGEMENT	+	8	+	25200				+	18	+	24489			
ECONOM & FINANCE (BANKING	1	95	27000	23479	*	*	*	21	238	22852	23281	27000	21000	18000
HOTEL/RESTAURANT MGMT.	+	8	+	19100				1	27	27000	19873	*	*	*
HUMAN RSRCS (incl LABOR R	+	18	+	24153				2	30	28000	23762	*	*	*
MANAGEMENT INFO SYSTEMS	1	27	25000	27245	*	*	*	1	92	25000	27064	*	*	*
MARKETING/MARK MGMT (RESR	2	117	23520	23402	*	*	*	35	316	23180	22748	26500	23000	19000
REAL ESTATE	+	7	+	24880				1	9	25200	25484	*	*	*
COMMUNICATIONS														
ADVERTISING	+	3	+	21548				+	9	+	19227			
COMMUNICATIONS	+	25	+	20684				12	69	17275	20150	*	*	*
JOURNALISM	+	5	+	18540				1	22	13000	16440	*	*	*
TELECOMMUN/BROADCASTING	+	3	+	17593				+	8	+	20715			
EDUCATION														
ELEMENTARY EDUCATION	+	38	+	20445				27	157	14543	19048	21400	12000	10000
PRE-ELEMENTARY EDUCATION	+	2	+	16374				+	7	+	14742			
PHYSICAL EDUCATION	+	2	+	15850				+	18	+	19829			
SPECIAL EDUCATION	+	9	+	18628				4	28	19845	19240	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	25000				3	31	12667	18519	*	*	*
TEXTILES & CLOTHING	+	18	+	20219				2	28	15000	20269	*	*	*
MERCHANDISING MANAGEMENT	+	2	+	20000				+	24	+	18032			
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	21250				+	4	+	19439			
LETTERS (incl English, Li	+	7	+	19325				8	34	14599	18543	*	*	*
VISUAL & PERFORMING ARTS	+	5	+	20815				2	27	16000	19091	*	*	*
HUMANITIES - OTHER	+	18	+	19911				+	27	+	20937			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	19747				1	6	21500	20999	*	*	*
HISTORY	+	2	+	20877				+	5	+	20951			
POLITICAL SCIENCE/GOVT	+	3	+	18567				6	24	21800	20561	*	*	*
PSYCHOLOGY	+	9	+	20771				6	30	20083	18459	*	*	*
SOCIOLOGY	+	1	+	24000				1	6	24000	20332	*	*	*
SOCIAL SCIENCES-OTHER	+	2	+	16500				+	11	+	17939			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	24	+	30450				3	46	30100	30616	*	*	*
AGRICULTURAL	+	+	+	+				+	3	+	27999			
ARCHITECTURAL	+	11	+	30856				+	14	+	29937			
BIOENGINEERING & BIOMEDIC	+	+	+	+				2	2	28000	28000	*	*	*
CHEMICAL	+	125	+	35174				+	232	+	34955			
CIVIL	8	94	24110	28620	*	*	*	14	236	26104	27558	*	*	*
COMPUTER	+	10	+	31140				1	31	30300	30994	*	*	*
ELECTRICAL/ELECTRONIC	1	232	30396	31508	*	*	*	19	499	29837	31283	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90/ THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENVIRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	+	26	+	$29958				7	145	$30415	$30717	*	*	*
MECHANICAL	3	219	$25949	32178	*	*	*	14	525	27891	32030	*	*	*
METALLURGICAL	+	5	+	33984				+	35	+	32139			
MINING (INCL GEOLOGICAL)	+	10	+	26638				+	16	+	28961			
NUCLEAR	+	3	+	32560				+	10	+	30060			
PETROLEUM	+	18	+	35906				+	42	+	35866			
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	+	37	+	28417				7	72	31402	29255	*	*	*
INDUSTRIAL TECHNOLOGY	+	17	+	25000				1	19	28000	24526	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	11	+	21990				1	20	28800	22174	*	*	*
ANIMAL SCIENCES	+	8	+	17411				+	11	+	17571			
PLANT SCIENCES	+	1	+	20000				+	3	+	21000			
NATURAL RESOURCES	+	2	+	16000				+	3	+	18000			
OTHER AGRICULTURAL SCIENC	+	9	+	24556				+	11	+	23738			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	88	30192	30020	*	*	*	11	209	26981	29003	*	*	*
COMPUTER PROGRAMMING	+	4	+	28150				+	9	+	27181			
INFORMATION SCIENCES & SY	+	44	+	28952				+	88	+	27874			
SYSTEMS ANALYSIS	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	31860				+	10	+	22399			
HEALTH SCIENCES	+	+	+	+				+	12	+	21711			
NURSING	+	1	+	27000				+	8	+	25650			
PHARMACY	+	5	+	37787				+	10	+	34905			
SCIENCES														
ACTUARIAL	+	2	+	27650				+	5	+	30180			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	4	+	17663			
BIOLOGICAL	+	4	+	22750				+	17	+	21874			
CHEMISTRY	+	10	+	27896				+	17	+	26427			
GEOLOGY & GEOLOGICAL SCI	+	3	+	23000				1	7	20000	21214	*	*	*
MATHEMATICS	+	11	+	22039				2	43	22544	22817	*	*	*
PHYSICS	+	2	+	26550				+	5	+	25602			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	32	2180						306	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	13	539	$21869	$27006	*	*	*	29	962	$22446	$26730	$24480	$23000	$20000
ACCOUNTING (PRIVATE)	2	106	22900	26959	*	*	*	15	236	24769	25396	*	*	*
COMMERCIAL BANKING (CNSMR	+	7	+	19415				+	22	+	20032			
COMMERCIAL BANKING (LENDG	+	17	+	22571				+	38	+	22399			
INVESTMT BANKING (CORP FN	+	4	+	30400				+	8	+	27720			
INVESTMT BANKNG (M & A)	+	+	+	+				+	1	+	21334			
INVESTMT BANKG (REAL EST)	+	+	+	+				1	3	32000	27000	*	*	*
INVESTMT BANKG (SALES & T	+	1	+	30000				+	1	+	30000			
FINANCIAL/TREASURY ANALYS	+	35	+	27514				9	76	26333	26295	*	*	*
PORTFOLIO MGMT/BROKERAGE	+	2	+	21900				2	6	16400	20767	*	*	*
UNDERWRITING	+	11	+	22136				2	31	25800	21888	*	*	*
INSURANCE - CLAIMS	+	6	+	20967				3	23	21540	21349	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	+	+	+				1	6	12000	17630	*	*	*
MEDIA PLANNING	+	1	+	16000				+	6	+	20739			
REPORTING	+	1	+	16200				+	4	+	15740			
PRODUCTION	+	2	+	27700				+	11	+	25856			
PUBLIC RELATIONS	+	3	+	16493				1	15	16500	18961	*	*	*
WRITING / EDITING	+	2	+	15700				2	10	21860	18560	*	*	*
MARKETING														
ADVERTISING	1	4	23040	20010	*	*	*	2	10	19020	18054	*	*	*
BRAND/PRODUCT MANAGEMENT	+	7	+	23057				12	34	23922	23702	*	*	*
BUYER/MERCHANDISING	+	49	+	21249				7	76	26141	22298	*	*	*
DISTRIBUTION	+	8	+	23900				2	17	25600	23495	*	*	*
MARKET RESEARCH	+	3	+	23667				+	6	+	23960			
PURCHASING	+	7	+	25731				1	10	16200	24431	*	*	*
SALES	+	114	+	24914				31	312	25186	24464	32400	26460	14500
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	3	+	21667				+	11	+	19658			
FINANC,TAXA, MONETARY POL	+	3	+	22890				+	9	+	23741			
ECONOMIC PROGRAMS	+	+	+	+				+	1	+	18000			
LAW ENFORCEMENT	+	1	+	19493				+	3	+	20664			
MILITARY	+	5	+	26437				+	32	+	22293			
NATIONAL SECURITY	+	1	+	32700				+	1	+	32700			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	5	+	25010				+	5	+	25010			
DESIGN / CONSTRUCT	+	131	+	30212				7	332	31279	29845	*	*	*
ENVIRONMENTAL/SANITATION	+	11	+	28418				3	25	32945	27890	*	*	*
MANUFACTURING/INDUSTRIAL	1	146	30396	32231	*	*	*	7	385	30497	31859	*	*	*
SYSTEMS / PROGRAMMING	1	35	27000	30222	*	*	*	3	70	30100	30682	*	*	*
POWER SYSTEMS	+	19	+	30244				5	67	30048	31335	*	*	*
SOFTWARE DESIGN & DEVELOP	+	37	+	31672				4	67	30950	31252	*	*	*
HARDWARE DESIGN & DEVELOP	+	26	+	32690				1	56	30000	31737	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	50	+	$31729				1	128	$30000	$31079	*	*	*
TESTING	+	32	+	29898				2	70	31350	30120	*	*	*
PROCESS ENGINEERING	+	112	+	34606				+	207	+	34397			
PROJECT ENGINEERING	+	127	+	31691				3	247	26168	32051	*	*	*
OTHER ENGINEERING	11	90	$24611	30699	*	*	*	28	217	26658	30625	$32000	$25343	$23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	25555				1	14	26100	21283	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	18000				+	9	+	21690			
NURSES / PERSONAL CARE	+	1	+	27000				+	8	+	24475			
OCCUPATIONAL THERAPY	+	+	+	+				+	3	+	25346			
PHARMACIST	+	5	+	37787				+	6	+	36522			
PHYSICAL THERAPY	+	+	+	+				+	+	+	+			
RESPIRATORY THERAPY	+	+	+	+				+	+	+	+			
OTHER HEALTH RELATED	+	2	+	17518				+	16	+	19832			
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	16567				+	6	+	15947			
COUNSELING	+	2	+	20225				1	15	15600	15743	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	1	+	18954				+	10	+	17262			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	+	87	+	28660				4	181	26000	27717	*	*	*
INFORMATION SYSTEMS	+	17	+	27955				4	87	19500	26847	*	*	*
SYSTEMS ANALYSIS & DESIGN	2	38	27596	30159	*	*	*	4	96	26898	29160	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	28433				+	8	+	29675			
AGRICULTURE/NAT'L RESOURC	+	24	+	19799				+	35	+	19905			
ARCHITECTURE	+	+	+	+				+	5	+	18130			
CONSULTING	1	34	24000	28418	*	*	*	3	81	25167	27118	*	*	*
HUMAN RESRCS /INDUS RELS	+	10	+	24850				4	25	23521	23027	*	*	*
MANAGEMENT TRAINEE	+	122	+	20705				56	389	20593	20684	26500	21000	14400
MATH/STATISTICIANS	+	1	+	25500				+	7	+	22184			
PARALEGAL	+	1	+	20000				+	3	+	19333			
RESEARCHERS NON-TECHNICAL	+	+	+	+				+	1	+	25000			
RESEARCHERS - TECHNICAL	+	1	+	18000				+	6	+	23020			
TEACHING	+	60	+	19802				45	282	15298	18890	22000	12800	10000
TOTALS	32	2180						306	5156					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	6	+	$27983				+	80	+	$30160			
MBA--NON-TECH	+	29	+	35141				+	71	+	32593			
MBA--TECH	+	9	+	34256				+	14	+	36280			
MS-BUSINESS	+	7	+	37786				9	16	$31067	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	8	+	42206				1	15	30000	35257	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	3	+	31775				+	5	+	31065			
MANAGEMENT INFORMATION SY	+	1	+	38400				2	3	36500	37133	*	*	*
MARKETING/MKTNG MGT (RESE	+	1	+	50000				+	3	+	35271			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				1	3	35000	29000	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	3	26399	22800	*	*	*
ELEMENTARY EDUCATION	+	1	+	27740				3	11	23500	23002	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	24000				+	6	+	21915			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
LETTERS	+	+	+	+				+	1	+	12000			
VISUAL & PERFORMING ARTS	+	+	+	+				+	+	+	+			
HUMANITIES - OTHER	+	1	+	20000				+	1	+	20000			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	2	+	32200			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	1	+	23419			

continued

WCPA REGIONAL Report No. 1 FEBRUARY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	$35372				+	9	+	$35688			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	+	+	+			
CHEMICAL	+	2	+	38500				+	10	+	35791			
CIVIL	+	13	+	32592				1	47	$38496	31711	*	*	*
COMPUTER	+	+	+	+				+	1	+	39364			
ELECTRICAL/ELECTRONIC	+	15	+	38149				8	43	35945	36688	*	*	*
INDUSTRIAL	+	2	+	35300				2	9	36500	37056	*	*	*
MECHANICAL	+	29	+	37860				+	39	+	37083			
METALLURGICAL	+	5	+	38280				+	5	+	38280			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	+	+	+				+	+	+	+			
PETROLEUM	+	4	+	38325				+	8	+	38513			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	24000				+	2	+	29124			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	2	+	30500				+	3	+	32000			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	12	+	41550				+	32	+	37292			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	1	+	34800				+	11	+	32528			
MATHEMATICS (INCL ACTUARI	+	1	+	28395				+	8	+	32343			
PHYSICS	+	1	+	30000				+	3	+	29917			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	+	158						28	470					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	17	+	$38494				+	34	+	$40276			
MBA--TECH	+	1	+	40000				+	3	+	39333			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	13	+	48377				+	29	+	44776			
MBA--TECH	+	2	+	41750				+	7	+	53371			
OVER 4 YEARS														
MBA--NON-TECH	+	9	+	42100				+	28	+	44746			
MBA--TECH	+	+	+	+				+	3	+	67333			
TOTALS	+	42						+	104					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 1/10/90 THROUGH 2/8/90							CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	1	+	$38000				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	+	+	+				+	1	+	38000			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	38000				+	5	+	37560			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	+	+	+			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	2	+	50500				+	9	+	48447			
CIVIL	+	1	+	37200				+	1	+	37200			
COMPUTER	+	+	+	+				+	+	+	+			
ELECTRICAL/ELECTRONIC	+	1	+	55900				+	4	+	57975			
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	+	+	+				+	2	+	45500			
METALLURGICAL	+	+	+	+				+	2	+	52560			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	+	+	+				+	6	+	39383			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	+	+	+				+	2	+	36000			
PHYSICS	+	+	+	+				1	3	$44880	42293	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	+	6						1	45					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	21860 24 24005/20500					24000 1			
BUSINESS ADMIN (INCL MGMT				20000 1		20400 2			
ECONOM & FINANCE (BANKING							24000 1	25500 1	
MANAGEMENT INFO SYSTEMS							25000 1		
MARKETING/MARK MGMT (RESR							23730 2	24000 1	
COMMUNICATIONS						12000 1	10000 1		
PSYCHOLOGY					10000 1				
CIVIL									32000 1
COMPUTER							30300 1		
ELECTRICAL/ELECTRONIC						33000 1			32550 2
INDUSTRIAL								26000 1	
COMPUTER SCIENCE						31000 2	29600 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS	MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	24999	8													
BUSINESS ADMIN (INCL MGMT	30000	2			17436	2	21540	3		19292	13			16500	1
ECONOM & FINANCE (BANKING	21350	8			19900	2	30000	1		21050	4				
HUMAN RSRCS (incl LABOR R										24000	1				
MARKETING/MARK MGMT (RESR			19000	1	23000	1				22283	17				
REAL ESTATE	25200	1													
COMMUNICATIONS										20214	7				
JOURNALISM														13000	1
TEXTILES & CLOTHING										15000	2				
CRIMINAL JUSTICE										21500	1				
POLITICAL SCIENCE/GOVT	27500	1								20660	5				
PSYCHOLOGY	29000	2	15300	1			21600	1							
SOCIOLOGY										24000	1				
ENGINEERING TECHNOLOGY										30000	1				

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING							22000 1		
BUSINESS ADMIN (INCL MGMT							20492 2		
HUMAN RSRCS (incl LABOR R						32000 1			
MARKETING/MARK MGMT (RESR									26000 1
ELEMENTARY EDUCATION					14543 27 23517/10000				
SPECIAL EDUCATION					19845 4				
HUMAN ECOLOGY (HOME ECONO					12667 3				
LETTERS (incl English, Li					13549 6	20500 1			
VISUAL & PERFORMING ARTS					16000 2				
CIVIL							25718 12		
ELECTRICAL/ELECTRONIC				33400 1		26354 5			
INDUSTRIAL			32200 1						
MECHANICAL						25862 7	25343 1		
COMPUTER SCIENCE						20548 4			
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					22544 2				

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					28560 1			27600 1	
BUSINESS ADMIN (INCL MGMT					25975 4			31750 2	27283 6
ECONOM & FINANCE (BANKING									25800 2
MARKETING/MARK MGMT (RESR									24732 2
COMMUNICATIONS									23800 1
PSYCHOLOGY			15600 1						
AEROSPACE & AERONAUTICAL					30100 3				
BIOENGINEERING & BIOMEDIC									28000 2
ELECTRICAL/ELECTRONIC					30054 8				
INDUSTRIAL					31850 2				29501 2
MECHANICAL					29250 4				
ENGINEERING TECHNOLOGY					29673 3				
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS									28800 1
COMPUTER SCIENCE					28800 2				32400 1

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL	
ACCOUNTING	26520	1										25430	2
BUSINESS ADMIN (INCL MGMT	28167	3	24600	1								26650	2
ECONOM & FINANCE (BANKING	27000	1	27000	1									
HOTEL/RESTAURANT MGMT.												27000	1
MARKETING/MARK MGMT (RESR	21050	2	23040	1	14400	1						26000	3
COMMUNICATIONS					10000	2							
ELECTRICAL/ELECTRONIC	31200	1											
INDUSTRIAL	32001	1											
MECHANICAL	31200	1										35900	1
ENGINEERING TECHNOLOGY	31800	1			35000	1						33996	1
COMPUTER SCIENCE	33000	1											

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT							24071 4
MARKETING/MARK MGMT (RESR					16020 1		35000 2
LETTERS (incl English, Li	15000 1						
CIVIL							24840 1
ELECTRICAL/ELECTRONIC							32000 1

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	21860 24 24005/20500			20000 1	10000 1	19200 4	21292 5	24750 2	
BACHELOR - TECHNICAL						31667 3	29950 2	26000 1	32367 3

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	24613 22 48000/18000	17150 2	19534 5	23244 5		20747 51 33000/16000			14750 2
BACHELOR - TECHNICAL						30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL					14841 42 26000/10000	26250 2	20995 3		26000 1
BACHELOR - TECHNICAL			32200 1	33400 1	21696 3	24687 16	25689 13		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL			15600 1		26492 5			30367 3	26233 11
BACHELOR - TECHNICAL					29828 23 32472/28000				29367 6

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25731 7	24880 3	11467 3						26145 8
BACHELOR - TECHNICAL	31840 5		35000 1						34948 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	15000 1				16020 1		27161 8
BACHELOR - TECHNICAL							28420 2

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	22533 28 29520/20500	25021 12							
BUSINESS ADMIN (INCL MGMT	20000 1	22080 1					32000 1		25800 1
ECONOM & FINANCE (BANKING		24000 1							26229 7
MARKETING/MARK MGMT (RESR									27600 1
REAL ESTATE		25200 1							

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			21540 3	12000 1				16500 1	
ECONOM & FINANCE (BANKING		30000 1							
JOURNALISM									13000 1
POLITICAL SCIENCE/GOVT	22800 1								
PSYCHOLOGY	10000 1	21600 1							
ELECTRICAL/ELECTRONIC									30720 1

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		36000 1	26141 7	25200 1		16200 1	27745 11		
ECONOM & FINANCE (BANKING		17600 2					15533 3		
HOTEL/RESTAURANT MGMT.		27000 1							
MARKETING/MARK MGMT (RESR	23040 1	25872 5		26000 1			25977 6		
COMMUNICATIONS		19500 2					14600 3		
LETTERS (incl English, Li	15000 1	20500 1							
POLITICAL SCIENCE/GOVT							27500 1		
PSYCHOLOGY							29000 2		
BIOENGINEERING & BIOMEDIC							28000 2		
INDUSTRIAL							29501 2		
AGRIBUSINESS							28800 1		

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
AEROSPACE & AERONAUTICAL							29100 1		
CIVIL								32718 2	
ELECTRICAL/ELECTRONIC							32472 1	33400 1	30396 1
INDUSTRIAL							32001 1		32200 2
MECHANICAL							31567 3		25343 1
ENGINEERING TECHNOLOGY							30680 1		31113 3

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	27000 1								
AEROSPACE & AERONAUTICAL					30000 1	31200 1			
CIVIL								25152 2	24972 10
COMPUTER	30300 1								
ELECTRICAL/ELECTRONIC	33000 1	30048 5							27959 8
INDUSTRIAL						31500 1			
MECHANICAL			31200 1	30000 1				28200 1	25862 7
ENGINEERING TECHNOLOGY									31998 2
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER SCIENCE			30867 3						

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1			
MANAGEMENT INFO SYSTEMS							25000 1		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
PSYCHOLOGY		15600 1							
COMPUTER SCIENCE					29867 3	16000 2	27531 3		

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24000 1					
BUSINESS ADMIN (INCL MGMT			20695 3	18968 13					
ECONOM & FINANCE (BANKING		25500 1		21600 5					
HUMAN RSRCS (incl LABOR R			32000 1	24000 1					
MARKETING/MARK MGMT (RESR		24000 1		21668 18					
COMMUNICATIONS				17786 7					
ELEMENTARY EDUCATION									14543 27 23517/10000
SPECIAL EDUCATION									19845 4
HUMAN ECOLOGY (HOME ECONO									12667 3
TEXTILES & CLOTHING				15000 2					
LETTERS (incl English, Li									13549 6
VISUAL & PERFORMING ARTS									16000 2
CRIMINAL JUSTICE				21500 1					
POLITICAL SCIENCE/GOVT				20125 4					
PSYCHOLOGY				15300 1					
SOCIOLOGY				24000 1					
ELECTRICAL/ELECTRONIC				33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY				31800 1					
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									22544 2

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	22446 29 29520/20000	24769 15					32000 1		26333 9
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	16400 2	25800 2	21540 3	12000 1				16500 1	13000 1
BACHELOR - TECHNICAL									30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	23922 12	26141 7	25600 2		16200 1	24499 26 48000/12000		
BACHELOR - TECHNICAL							28760 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL							31279 7	32945 3	30497 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27000 1								
BACHELOR - TECHNICAL	31650 2	30048 5	30950 4	30000 1	30000 1	31350 2		26168 3	26658 28 33996/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26100 1								
BACHELOR - TECHNICAL									

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL		15600 1			14400 1	23000 2	25000 1		
BACHELOR - TECHNICAL					29867 3	16000 2	27531 3		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24750 2	23521 4	20156 54 29120/14400					14841 42 26000/10000
BACHELOR - TECHNICAL		26000 1		32400 2					21696 5

AVERAGE SALARY OFFERS FEBRUARY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 2/8/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(NO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990, through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	116	734	$23781	$25614	$26500	$23000	$22000	157	2015	$23655	$26179	$26500	$23000	$21300
BUSINESS ADMIN (INCL MGMT	9	160	23656	23396	*	*	*	57	414	23355	22545	32000	23000	16200
DISTRIBUTION MANAGEMENT	+	10	+	26220				+	28	+	25108			
ECONOM & FINANCE (BANKING	31	205	22861	25105	27000	23000	19000	52	467	22857	24149	27000	22500	18000
HOTEL/RESTAURANT MGMT.	3	4	20200	20900	*	*	*	4	31	21900	20005	*	*	*
HUMAN RSRCS (incl LABOR R	3	20	20333	24740	*	*	*	5	50	23400	24153	*	*	*
MANAGEMENT INFO SYSTEMS	1	65	32400	26664	*	*	*	2	160	28700	26926	*	*	*
MARKETING/MARK MGMT (RESR	23	171	22661	22727	28200	21900	19000	58	501	22974	22759	27600	22900	19000
REAL ESTATE	3	5	22000	22900	*	*	*	4	14	22800	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	1	11	18000	17238	*	*	*	1	22	18000	17985	*	*	*
COMMUNICATIONS	1	33	21000	19983	*	*	*	13	107	17562	20160	*	*	*
JOURNALISM	+	14	+	18879				1	37	13000	17351	*	*	*
TELECOMMUN/BROADCASTING	+	5	+	13920				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	2	74	18300	19103	*	*	*	29	234	14802	19142	21400	12800	10000
PRE-ELEMENTARY EDUCATION	+	15	+	17584				+	23	+	16783			
PHYSICAL EDUCATION	+	5	+	17840				+	23	+	19397			
SPECIAL EDUCATION	+	22	+	20796				4	52	19845	19876	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21280				3	36	12667	18902	*	*	*
TEXTILES & CLOTHING	+	2	+	24300				2	30	15000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	4	+	20158				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				+	6	+	22026			
LETTERS (incl English, Li	2	17	22300	20065	*	*	*	10	51	16139	19050	*	*	*
VISUAL & PERFORMING ARTS	+	7	+	18000				2	35	16000	18727	*	*	*
HUMANITIES - OTHER	+	17	+	31518				+	45	+	25247			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				1	13	21500	20583	*	*	*
HISTORY	1	3	26000	25000	*	*	*	1	8	26000	22469	*	*	*
POLITICAL SCIENCE/GOVT	1	16	30000	21706	*	*	*	7	42	22971	21986	*	*	*
PSYCHOLOGY	1	21	30000	20940	*	*	*	7	53	21500	19655	*	*	*
SOCIOLOGY	+	5	+	27900				1	12	24000	23624	*	*	*
SOCIAL SCIENCES-OTHER	+	4	+	16226				+	16	+	17827			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	70	+	30699				3	116	30100	30666	*	*	*
AGRICULTURAL	+	12	+	32006				+	15	+	31205			
ARCHITECTURAL	+	8	+	30590				+	22	+	30174			
BIOENGINEERING & BIOMEDIC	+	4	+	30353				2	6	28000	29568	*	*	*
CHEMICAL	4	438	34960	35336	*	*	*	4	673	34960	35207	*	*	*
CIVIL	1	174	25600	27762	*	*	*	15	410	26070	27645	*	*	*
COMPUTER	+	49	+	32310				1	84	30300	31899	*	*	*
ELECTRICAL/ELECTRONIC	5	433	25772	32025	*	*	*	24	950	29198	31624	32900	30438	25343

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	+	151	+	$31196				7	297	$30415	$30964	*	*	*
MECHANICAL	3	512	$29933	32143	*	*	*	17	1045	28252	32082	*	*	*
METALLURGICAL	+	39	+	31872				+	74	+	31998			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	5	+	31630				+	15	+	30583			
PETROLEUM	+	16	+	36788				+	58	+	36120			
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	4	29	24200	31576	*	*	*	11	102	28783	29934	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	29250				1	21	28000	24976	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22924				1	36	28800	22649	*	*	*
ANIMAL SCIENCES	+	5	+	18400				+	16	+	17830			
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				+	4	+	17925			
OTHER AGRICULTURAL SCIENC	+	3	+	30667				+	14	+	25223			
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	134	29728	29217	*	*	*	25	370	28519	29091	$33000	$30000	$20000
COMPUTER PROGRAMMING	+	21	+	29110				+	30	+	28531			
INFORMATION SCIENCES & SY	1	48	32000	30014	*	*	*	1	149	32000	28615	*	*	*
SYSTEMS ANALYSIS	+	2	+	27250				+	2	+	27250			
HEALTH SCIENCES														
ALLIED HEALTH	+	37	+	27656				+	48	+	26526			
HEALTH SCIENCES	1	4	18000	24745	*	*	*	1	16	18000	22470	*	*	*
NURSING	1	14	32000	27450	*	*	*	1	23	32000	26630	*	*	*
PHARMACY	+	7	+	31677				+	17	+	33576			
SCIENCES														
ACTUARIAL	+	2	+	26000				+	7	+	28986			
ARCHITECTURAL & ENVIRONME	2	7	21600	26440	*	*	*	2	11	21600	23248	*	*	*
BIOLOGICAL	1	7	22000	20143	*	*	*	1	25	22000	21780	*	*	*
CHEMISTRY	+	24	+	29107				+	42	+	28057			
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				1	9	20000	19887	*	*	*
MATHEMATICS	1	17	31500	26721	*	*	*	3	66	25529	24250	*	*	*
PHYSICS	+	5	+	24400				+	11	+	25547			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	236	3988						542	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	88	552	$23584	$25880	$26496	$23000	$22000	117	1583	$23302	$26417	$26100	$23000	$21000
ACCOUNTING (PRIVATE)	21	187	24818	24615	27000	25000	22000	36	456	24798	25049	27000	24750	22000
COMMERCIAL BANKING (CNSMR	3	21	22000	22257	*	*	*	3	44	22000	21059	*	*	*
COMMERCIAL BANKING (LENDG	2	20	19000	23674	*	*	*	2	60	19000	22844	*	*	*
INVESTMT BANKING (CORP FN	1	7	25000	28643	*	*	*	1	15	25000	28151	*	*	*
INVESTMT BANKNG (M & A)	+	4	+	25450				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	3	+	23067				1	6	32000	25033	*	*	*
INVESTMT BANKG (SALES & T	+	3	+	16183				+	4	+	19638			
FINANCIAL/TREASURY ANALYS	18	104	23712	26452	*	*	*	27	184	24586	26306	27000	24000	19000
PORTFOLIO MGMT/BROKERAGE	6	15	19200	20160	*	*	*	8	21	18500	20333	*	*	*
UNDERWRITING	+	7	+	22671				2	39	25800	22031	*	*	*
INSURANCE - CLAIMS	2	16	22450	22775	*	*	*	5	40	21904	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	4	20000	21250	*	*	*	2	11	16000	18616	*	*	*
MEDIA PLANNING	+	3	+	16667				+	9	+	19382			
REPORTING	+	3	+	16167				+	7	+	15923			
PRODUCTION	+	7	+	27094				+	19	+	25762			
PUBLIC RELATIONS	2	12	22000	23167	*	*	*	3	27	20167	20830	*	*	*
WRITING / EDITING	+	12	+	17450				2	22	21860	17955	*	*	*
MARKETING														
ADVERTISING	+	14	+	19821				2	28	19020	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	5	21	26300	27730	*	*	*	17	56	24621	25173	*	*	*
BUYER/MERCHANDISING	+	20	+	22602				7	97	26141	22647	*	*	*
DISTRIBUTION	+	12	+	31883				2	29	25600	26966	*	*	*
MARKET RESEARCH	+	9	+	27120				+	15	+	25856			
PURCHASING	1	9	24000	22905	*	*	*	2	20	20100	23423	*	*	*
SALES	17	222	23365	25009	*	*	*	48	549	24541	24670	32400	26400	15600
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	6	+	22383				+	18	+	20519			
FINANC,TAXA, MONETARY POL	+	5	+	18512				+	14	+	21873			
ECONOMIC PROGRAMS	4	10	27000	27569	*	*	*	4	11	27000	26699	*	*	*
LAW ENFORCEMENT	+	9	+	26556				+	12	+	25083			
MILITARY	+	6	+	18280				+	39	+	21771			
NATIONAL SECURITY	+	1	+	21000				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	7	+	29371				+	12	+	27554			
DESIGN / CONSTRUCT	3	279	27048	30142	*	*	*	10	613	30010	29990	*	*	*
ENVIRONMENTAL/SANITATION	+	31	+	29627				3	56	32945	28852	*	*	*
MANUFACTURING/INDUSTRIAL	+	318	+	32550				7	712	30497	32172	*	*	*
SYSTEMS / PROGRAMMING	1	59	31000	30916	*	*	*	4	132	30325	30841	*	*	*
POWER SYSTEMS	1	61	32900	32242	*	*	*	6	130	30523	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	1	50	24000	31606	*	*	*	5	117	29560	31403	*	*	*
HARDWARE DESIGN & DEVELOP	1	40	20000	32181	*	*	*	2	97	25000	31794	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	129	$24000	$32612	*	*	*	2	265	$27000	$31905	*	*	*
TESTING	+	35	+	31190				2	107	31350	30487	*	*	*
PROCESS ENGINEERING	4	312	34960	35485	*	*	*	4	522	34960	35057	*	*	*
PROJECT ENGINEERING	4	132	31004	32696	*	*	*	7	379	28931	32276	*	*	*
OTHER ENGINEERING	3	375	24933	31952	*	*	*	31	597	26491	31466	$31200	$25343	$23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	4	18000	23125	*	*	*	2	18	22050	21693	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				+	10	+	22371			
NURSES / PERSONAL CARE	1	15	32000	26420	*	*	*	1	24	32000	25629	*	*	*
OCCUPATIONAL THERAPY	+	13	+	26585				+	17	+	26332			
PHARMACIST	+	1	+	29500				+	7	+	35519			
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	+	12	+	22542				+	28	+	20993			
SOCIAL SERVICES														
ADMINISTRATION	1	7	25000	19798	*	*	*	1	14	25000	18376	*	*	*
COUNSELING	+	11	+	17175				1	27	15600	16521	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	7	+	18821				+	19	+	18556			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	117	30205	29092	*	*	*	10	329	28523	28210	*	*	*
INFORMATION SYSTEMS	4	81	29990	27129	*	*	*	8	172	24745	26945	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	70	31475	30501	*	*	*	8	172	29187	29793	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	5	+	29490				+	13	+	29604			
AGRICULTURE/NAT'L RESOURC	+	14	+	21390				+	49	+	20329			
ARCHITECTURE	1	1	19200	19200	*	*	*	1	6	19200	18308	*	*	*
CONSULTING	3	119	21567	28866	*	*	*	6	221	23367	28183	*	*	*
HUMAN RESRCS /INDUS RELS	1	14	20000	23436	*	*	*	5	41	22817	23478	*	*	*
MANAGEMENT TRAINEE	19	179	21542	22968	*	*	*	75	572	20833	21439	25000	21000	15300
MATH/STATISTICIANS	+	1	+	30600				+	8	+	23236			
PARALEGAL	+	2	+	12150				+	5	+	16460			
RESEARCHERS NON-TECHNICAL	1	3	26000	23000	*	*	*	1	6	26000	23833	*	*	*
RESEARCHERS - TECHNICAL	1	15	22000	28225	*	*	*	1	23	22000	27089	*	*	*
TEACHING	3	123	18733	19500	*	*	*	48	411	15513	19116	22000	15274	10000
TOTALS	236	3988						542	9400					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	56	$22800	$27929	*	*	*	1	141	$22800	$29205	*	*	*
MBA--NON-TECH	1	46	24000	35990	*	*	*	1	143	24000	33670	*	*	*
MBA--TECH	+	10	+	37650				+	26	+	36812			
MS-BUSINESS	+	+	+	+				9	16	31067	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	17	17160	39450	*	*	*	2	33	23580	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	8	+	30613				+	17	+	30102			
MANAGEMENT INFORMATION SY	1	2	28000	29500	*	*	*	3	5	33667	34080	*	*	*
MARKETING/MKTNG MGT (RESE	+	3	+	39974				+	6	+	37622			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				1	3	35000	29000	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	28622				1	9	26399	26681	*	*	*
ELEMENTARY EDUCATION	3	11	23593	22189	*	*	*	6	23	23546	22222	*	*	*
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	5	14	22720	21471	*	*	*	5	24	22720	22129	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	4	+	22315				+	5	+	22535			

continued

WCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	$33843				+	16	+	$34881			
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	+	28	+	37530				+	38	+	37072			
CIVIL	+	48	+	32433				1	95	$38496	32076	*	*	*
COMPUTER	+	11	+	34011				+	12	+	34457			
ELECTRICAL/ELECTRONIC	+	63	+	36823				8	107	35945	36776	*	*	*
INDUSTRIAL	+	18	+	34653				2	27	36500	35454	*	*	*
MECHANICAL	+	58	+	36586				+	101	+	36606			
METALLURGICAL	+	11	+	36384				+	16	+	36976			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				+	10	+	37626			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				+	5	+	25450			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	+	6	+	32988				+	10	+	31893			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	23	+	36331				+	59	+	36959			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				+	13	+	32090			
MATHEMATICS (INCL ACTUARI	+	3	+	22395				+	11	+	29630			
PHYSICS	+	2	+	29960				+	5	+	29934			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	12	493						40	1024					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	25	+	$43996				+	63	+	$41681			
MBA--TECH	+	8	+	56875				+	12	+	51917			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	24	+	45022				+	60	+	44642			
MBA--TECH	+	31	+	50912				+	41	+	50948			
OVER 4 YEARS														
MBA--NON-TECH	+	26	+	39612				+	69	+	45272			
MBA--TECH	+	10	+	50670				+	17	+	56747			
TOTALS	+	124						+	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				+	10	+	43870			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	16	+	51968				+	25	+	50700			
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	1	6	$57000	57167	*	*	*	1	11	$57000	55900	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	47627				+	7	+	47019			
METALLURGICAL	+	4	+	49550				+	6	+	50553			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	30	+	46812				+	38	+	45307			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				+	3	+	34667			
PHYSICS	1	1	42000	42000	*	*	*	2	7	43440	41340	*	*	*
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	2	68						3	126					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMMF	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23300 116 27500/21000					24000 1			
BUSINESS ADMIN (INCL MGMT				21500 2		20400 2		21500 1	
ECONOM & FINANCE (BANKING	27000 4			21750 4			24000 1	25500 1	
MANAGEMENT INFO SYSTEMS							25000 1		
MARKETING/MARK MGMT (RESR				25000 2			22153 3	24000 1	
COMMUNICATIONS						12000 1	10000 1		
PSYCHOLOGY					10000 1	30000 1			
CIVIL									32000 1
COMPUTER							30300 1		
ELECTRICAL/ELECTRONIC						33000 1			32550 2
INDUSTRIAL								26000 1	
COMPUTER SCIENCE				26760 1		28667 3	26800 2	40000 1	
ARCHITECTURAL & ENVIRONME			19200 1						24000 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24900 10		22000 1						
BUSINESS ADMIN (INCL MGMT	26333 3		17436 2	21405 4		19292 13			16500 1
ECONOM & FINANCE (BANKING	20800 12		19900 2	24000 2		21840 5			
HOTEL/RESTAURANT MGMT.			20200 3						
HUMAN RSRCS (incl LABOR R				23000 1	20000 1	21000 2			
MARKETING/MARK MGMT (RESR	25333 3	19000 1	23000 2	21900 1		22196 22 28500/19000			
REAL ESTATE	21600 2								
ADVERTISING	18000 1								
COMMUNICATIONS	21000 1					20214 7			
JOURNALISM									13000 1
TEXTILES & CLOTHING						15000 2			
CRIMINAL JUSTICE						21500 1			
POLITICAL SCIENCE/GOVT	27500 1					20660 5			
PSYCHOLOGY	29000 2	15300 1		21600 1					
SOCIOLOGY						24000 1			
ENGINEERING TECHNOLOGY						30000 1			

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						23372 2	23000 10		
BUSINESS ADMIN (INCL MGMT			35000 1				20492 2		
ECONOM & FINANCE (BANKING	19000 1		24400 3			19000 1			
HUMAN RSRCS (incl LABOR R						32000 1			
MARKETING/MARK MGMT (RESR	21500 2		20400 1						26000 1
REAL ESTATE	24000 2								
ELEMENTARY EDUCATION					14802 29 23517/10000				
SPECIAL EDUCATION					19845 4				
HUMAN ECOLOGY (HOME ECONO					12667 3				
LETTERS (incl English, Li					15737 8	20500 1			
VISUAL & PERFORMING ARTS					16000 2				
CIVIL						25600 1	25718 12		
ELECTRICAL/ELECTRONIC				33400 1		25302 7			
INDUSTRIAL			32200 1						
MECHANICAL						25862 7	25343 1		
COMPUTER SCIENCE						20548 4			
HEALTH SCIENCES									18000 1
NURSING									32000 1
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					22544 2				

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	22000 1				27180 2			24533 3	30000 1
BUSINESS ADMIN (INCL MGMT					25975 4		25000 1	28467 3	27283 6
ECONOM & FINANCE (BANKING									25800 2
MARKETING/MARK MGMT (RESR									25888 3
COMMUNICATIONS									23800 1
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						30000 1			
PSYCHOLOGY			15600 1						
AEROSPACE & AERONAUTICAL					30100 3				
BIOENGINEERING & BIOMEDIC									28000 2
CHEMICAL									34613 3
ELECTRICAL/ELECTRONIC					30228 9				
INDUSTRIAL					31850 2				29501 2
MECHANICAL					29250 4		27900 2		
ENGINEERING TECHNOLOGY					27444 5			24300 2	
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS									28800 1
COMPUTER SCIENCE					30320 5			28128 1	32400 1
BIOLOGICAL									22000 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	28340 3						18000 1		26310 4
BUSINESS ADMIN (INCL MGMT	28167 3	24300 2		22500 1					26650 2
ECONOM & FINANCE (BANKING	24800 5	22340 2	27500 1						24625 4
HOTEL/RESTAURANT MGMT.									27000 1
MANAGEMENT INFO SYSTEMS	32400 1								
MARKETING/MARK MGMT (RESR	20367 3	23040 1	17200 2	23600 2					25750 4
COMMUNICATIONS			10000 2						
CHEMICAL									36000 1
ELECTRICAL/ELECTRONIC	31200 1	28450 2							
INDUSTRIAL	32001 1								
MECHANICAL	31200 1								35900 1
ENGINEERING TECHNOLOGY	31800 1		35000 1						33996 1
COMPUTER SCIENCE	28840 5								34500 1
INFORMATION SCIENCES & SY								32000 1	
MATHEMATICS		31500 1							

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT							24071 4
ECONOM & FINANCE (BANKING			20000 2				
MARKETING/MARK MGMT (RESR	19000 1				16020 1		35000 2
LETTERS (incl English, Li	15000 1						
CIVIL							24840 1
ELECTRICAL/ELECTRONIC							32000 1
MECHANICAL							34000 1
COMPUTER SCIENCE							33600 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23424 120 27500/21000			22500 8	10000 1	21360 5	20910 6	23667 3	
BACHELOR - TECHNICAL			19200 1	26760 1		29750 4	27967 3	33000 2	30275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23466 35 48000/18000	17150 2	20327 10	22236 9	20000 1	20872 58 33000/16000			14750 2
BACHELOR - TECHNICAL						30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 5		25720 5		15316 46 26000/10000	23649 5	22582 12		26000 1
BACHELOR - TECHNICAL			32200 1	33400 1	21696 3	24523 19	25689 13		25000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	22000 1	26000 1	15600 1		26377 6	30000 1	25000 1	26500 6	26674 13
BACHELOR - TECHNICAL					29651 29 32472/27000		27900 2	25576 3	30204 10

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25801 15	23264 5	16380 5	23233 3			18000 1		25803 15
BACHELOR - TECHNICAL	30045 9	29467 3	35000 1					32000 1	35099 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		20000 2		16020 1		27161 8
BACHELOR - TECHNICAL							31110 4

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23330 116 30204/21000	24805 26 33000/22000							24181 14
BUSINESS ADMIN (INCL MGMT	20000 1	22080 1	23000 1				32000 1		25800 1
ECONOM & FINANCE (BANKING		24786 7	20000 1	19000 1	25000 1				24788 10
MARKETING/MARK MGMT (RESR		27000 1	23000 1	19000 1					25800 2
REAL ESTATE		25200 1							

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			21540 3	12000 1				16500 1	
ECONOM & FINANCE (BANKING	18400 3	30000 1							
HUMAN RSRCS (incl LABOR R			23000 1						
MARKETING/MARK MGMT (RESR	24000 1		21900 1	20000 1				22000 2	
REAL ESTATE	18000 1								
ADVERTISING	18000 1								
JOURNALISM									13000 1
POLITICAL SCIENCE/GOVT	22800 1								
PSYCHOLOGY	10000 1	21600 1							
ELECTRICAL/ELECTRONIC									30720 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		29625 4	26141 7	25200 1		20100 2	27017 12		
ECONOM & FINANCE (BANKING		18067 3					21150 6		
HOTEL/RESTAURANT MGMT.		27000 1							
HUMAN RSRCS (incl LABOR R							18000 1		
MARKETING/MARK MGMT (RESR	23040 1	25872 5		26000 1			24235 16		
REAL ESTATE							24000 2		
COMMUNICATIONS		19500 2					14600 3		
LETTERS (incl English, Li	15000 1	20500 1							
POLITICAL SCIENCE/GOVT		30000 1					27500 1		
PSYCHOLOGY							29000 2		
BIOENGINEERING & BIOMEDIC							28000 2		
INDUSTRIAL							29501 2		
AGRIBUSINESS							28800 1		

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ECONOM & FINANCE (BANKING	27000 4								
AEROSPACE & AERONAUTICAL							29100 1		
CIVIL								32718 2	
ELECTRICAL/ELECTRONIC							28908 2	33400 1	30396 1
INDUSTRIAL							32001 1		32200 2
MECHANICAL							30100 5		25343 1
ENGINEERING TECHNOLOGY							30680 1		31113 3

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	27000 1								
AEROSPACE & AERONAUTICAL					30000 1	31200 1			
CHEMICAL							34960 4		
CIVIL								25152 2	25029 11
COMPUTER	30300 1								
ELECTRICAL/ELECTRONIC	33000 1	30523 6		20000 1	24000 1			31616 1	27959 8
INDUSTRIAL						31500 1			
MECHANICAL			31200 1	30000 1				31100 2	25862 7
ENGINEERING TECHNOLOGY								29200 2	27732 3
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER SCIENCE	31000 1		29150 4						30000 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
HEALTH SCIENCES	18000 1								
NURSING				32000 1					

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1			
MANAGEMENT INFO SYSTEMS							28700 2		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
LETTERS (incl English, Li	25000 1								
PSYCHOLOGY		15600 1							
COMPUTER SCIENCE					29916 8	23992 5	29349 6		
INFORMATION SCIENCES & SY						32000 1			
MATHEMATICS					31500 1				

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24000 1					
BUSINESS ADMIN (INCL MGMT		21500 1	20695 3	19299 15					
ECONOM & FINANCE (BANKING		25500 1		21262 13					
HOTEL/RESTAURANT MGMT.				20200 3					
HUMAN RSRCS (incl LABOR R			26000 2	24000 1					
MARKETING/MARK MGMT (RESR		24000 1		21656 22 26500/19000					
COMMUNICATIONS				18188 8					
ELEMENTARY EDUCATION									14802 29 23517/10000
SPECIAL EDUCATION									19845 4
HUMAN ECOLOGY (HOME ECONO									12667 3
TEXTILES & CLOTHING				15000 2					
LETTERS (incl English, Li									14413 7
VISUAL & PERFORMING ARTS									16000 2
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		
POLITICAL SCIENCE/GOVT				20125 4					
PSYCHOLOGY				22650 2					
SOCIOLOGY				24000 1					
ELECTRICAL/ELECTRONIC				33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY		19200 1		31800 1					
ARCHITECTURAL & ENVIRONME	19200 1	24000 1							
BIOLOGICAL								22000 1	

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									22544 2

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23302 117 30204/21000	24798 36 33000/22000	22000 3	19000 2	25000 1		32000 1		24586 27 42000/19000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18500 8	25800 2	21904 5	16000 2	——			20167 3	13000 1
BACHELOR - TECHNICAL									30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	24621 17	26141 7	25600 2		20100 2	24050 43 48000/15600		
BACHELOR - TECHNICAL							28760 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4								
BACHELOR - TECHNICAL							30010 10	32945 3	30497 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27000 1								
BACHELOR - TECHNICAL	31433 3	30523 6	29560 5	25000 2	27000 2	31350 2	34960 4	28931 7	26491 31 33996/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26100 1								
BACHELOR - TECHNICAL	18000 1			32000 1					

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	25000 1	15600 1			14400 1	23000 2	28700 2		
BACHELOR - TECHNICAL					30092 9	25327 6	29349 6		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		23667 3	22817 5	20517 73 30000/15300			26000 1		15101 45 26000/10000
BACHELOR - TECHNICAL	19200 1	23067 3		32400 2				22000 1	21696 3

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 9, 1990, through April 10, 1990) and cumulatively (September 1, 1989, and April 10, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/9/90 THROUGH 4/10/90

CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	34	369	$22999	$25882	$25200	$23000	$22000	191	2290	$23538	$26141	$26496	$23000	$21500
BUSINESS ADMIN (INCL MGMT	12	105	26350	23741	*	*	*	69	508	23876	22730	30000	24600	16500
DISTRIBUTION MANAGEMENT	+	6	+	26116				+	34	+	25285			
ECONOM & FINANCE (BANKING	7	155	25383	24892	*	*	*	59	598	23157	24324	27000	23000	18000
HOTEL/RESTAURANT MGMT.	+	+	+	+				4	31	21900	20005	*	*	*
HUMAN RSRCS (incl LABOR R	+	4	+	19625				5	54	23400	23817	*	*	*
MANAGEMENT INFO SYSTEMS	+	72	+	28023				2	229	28700	27252	*	*	*
MARKETING/MARK MGMT (RESR	10	136	21760	22648	*	*	*	68	623	22795	22720	27600	22302	18000
REAL ESTATE	+	+	+	+				4	14	22800	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	1	4	22500	17625	*	*	*	2	24	20250	18049	*	*	*
COMMUNICATIONS	2	13	26252	20859	*	*	*	15	115	18720	20182	*	*	*
JOURNALISM	2	8	17000	18000	*	*	*	3	44	15667	17500	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	1	45	10974	19655	*	*	*	30	276	14675	19162	21400	12400	10000
PRE-ELEMENTARY EDUCATION	+	1	+	19050				+	23	+	16783			
PHYSICAL EDUCATION	+	8	+	19562				+	31	+	19439			
SPECIAL EDUCATION	1	7	15186	19934	*	*	*	5	57	18913	19926	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	20000				3	37	12667	18932	*	*	*
TEXTILES & CLOTHING	+	+	+	+				2	30	15000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	23461				+	10	+	21646			
LETTERS (incl English, Li	+	7	+	20471				10	58	16139	19222	*	*	*
VISUAL & PERFORMING ARTS	2	16	10000	19464	*	*	*	4	50	13000	19057	*	*	*
HUMANITIES - OTHER	+	2	+	22500				+	46	+	24915			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	2	+	21000				1	15	21500	20639	*	*	*
HISTORY	1	4	19880	18704	*	*	*	2	12	22940	21214	*	*	*
POLITICAL SCIENCE/GOVT	+	21	+	24650				7	61	22971	22269	*	*	*
PSYCHOLOGY	+	17	+	21864				7	68	21500	20077	*	*	*
SOCIOLOGY	3	9	15400	19144	*	*	*	4	20	17550	21689	*	*	*
SOCIAL SCIENCES-OTHER	+	11	+	21136				+	26	+	19028			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	34	+	29977				3	150	30100	30510	*	*	*
AGRICULTURAL	+	14	+	28327				+	29	+	29815			
ARCHITECTURAL	+	7	+	30700				+	29	+	30301			
BIOENGINEERING & BIOMEDIC	+	14	+	31344				2	20	28000	30812	*	*	*
CHEMICAL	1	254	36516	35179	*	*	*	5	924	35271	35197	*	*	*
CIVIL	1	98	36500	27713	*	*	*	16	508	26722	27658	*	*	*
COMPUTER	1	66	28200	30727	*	*	*	2	148	29250	31307	*	*	*
ELECTRICAL/ELECTRONIC	4	265	31064	31830	*	*	*	28	1197	29465	31672	33000	30480	25343

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	5	92	$32560	$30491	*	*	*	12	388	$31309	$30850	*	*	*
MECHANICAL	1	259	32700	32719	*	*	*	18	1296	28499	32212	*	*	*
METALLURGICAL	+	12	+	33727				+	86	+	32239			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	1	+	32220				+	16	+	30685			
PETROLEUM	+	28	+	34011				+	86	+	35434			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	2	61	29860	28311	*	*	*	13	162	28949	29315	*	*	*
INDUSTRIAL TECHNOLOGY	+	4	+	29960				1	25	28000	25774	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	30	+	21852				1	65	28800	22199	*	*	*
ANIMAL SCIENCES	+	4	+	17517				+	20	+	17768			
PLANT SCIENCES	+	18	+	21831				+	23	+	21694			
NATURAL RESOURCES	+	1	+	20700				+	5	+	18480			
OTHER AGRICULTURAL SCIENC	+	13	+	22622				+	27	+	23971			
COMPUTER SCIENCE														
COMPUTER SCIENCE	5	120	31844	30303	*	*	*	30	463	29073	29402	$33600	$30096	$20000
COMPUTER PROGRAMMING	+	4	+	28275				+	34	+	28501			
INFORMATION SCIENCES & SY	+	44	+	27822				1	180	32000	28432	*	*	*
SYSTEMS ANALYSIS	+	1	+	28980				+	3	+	27827			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	26000				+	48	+	26526			
HEALTH SCIENCES	+	5	+	15000				1	21	18000	20691	*	*	*
NURSING	+	1	+	23000				1	23	32000	26630	*	*	*
PHARMACY	+	3	+	35000				+	20	+	33790			
SCIENCES														
ACTUARIAL	+	20	+	20411				+	27	+	22634			
ARCHITECTURAL & ENVIRONME	+	43	+	25533				2	54	21600	25068	*	*	*
BIOLOGICAL	+	6	+	20956				1	30	22000	21286	*	*	*
CHEMISTRY	+	24	+	30198				+	65	+	28809			
GEOLOGY & GEOLOGICAL SCI	+	9	+	25893				1	18	20000	22890	*	*	*
MATHEMATICS	2	47	25750	27741	*	*	*	5	107	25617	25600	*	*	*
PHYSICS	+	3	+	30465				+	13	+	26262			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	98	2636						640	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	26	282	$22653	$26278	$23000	$23000	$22000	143	1796	$23184	$26398	$26000	$23000	$21000
ACCOUNTING (PRIVATE)	8	82	24475	24496	*	*	*	44	505	24739	24960	27000	25000	22000
COMMERCIAL BANKING (CNSMR	+	34	+	20038				3	77	22000	20642	*	*	*
COMMERCIAL BANKING (LENDG	+	11	+	22436				2	69	19000	22775	*	*	*
INVESTMT BANKING (CORP FN	1	3	25200	29733	*	*	*	2	18	25100	28414	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	4	+	23997				1	10	32000	24619	*	*	*
INVESTMT BANKG (SALES & T	+	7	+	19500				+	11	+	19550			
FINANCIAL/TREASURY ANALYS	4	44	29265	26584	*	*	*	31	224	25189	26424	27600	25680	21000
PORTFOLIO MGMT/BROKERAGE	+	4	+	22125				8	25	18500	20620	*	*	*
UNDERWRITING	+	5	+	21800				2	43	25800	22005	*	*	*
INSURANCE - CLAIMS	1	13	22500	22723	*	*	*	6	52	22003	22131	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18177				2	15	16000	18778	*	*	*
MEDIA PLANNING	+	+	+	+				+	9	+	19382			
REPORTING	+	3	+	15076				+	10	+	15669			
PRODUCTION	+	2	+	12700				+	20	+	24974			
PUBLIC RELATIONS	+	8	+	21417				3	35	20167	20964	*	*	*
WRITING / EDITING	+	6	+	18333				2	28	21860	18036	*	*	*
MARKETING														
ADVERTISING	+	8	+	21313				2	32	19020	19642	*	*	*
BRAND/PRODUCT MANAGEMENT	+	34	+	26252				17	89	24621	25626	*	*	*
BUYER/MERCHANDISING	2	26	28000	24742	*	*	*	9	122	26554	22869	*	*	*
DISTRIBUTION	1	13	18720	25941	*	*	*	3	42	23307	26649	*	*	*
MARKET RESEARCH	+	17	+	24052				+	32	+	24897			
PURCHASING	2	9	25750	24722	*	*	*	4	28	22925	24034	*	*	*
SALES	9	143	22712	24623	*	*	*	57	677	24252	24676	31002	24600	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	4	+	20257				+	21	+	20551			
FINANC,TAXA, MONETARY POL	2	10	22750	25090	*	*	*	2	24	22750	23214	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				4	11	27000	26699	*	*	*
LAW ENFORCEMENT	+	2	+	21000				+	14	+	24500			
MILITARY	+	33	+	21710				+	71	+	21683			
NATIONAL SECURITY	+	+	+	+				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	2	+	24000				+	3	+	25167			
ENGINEERING														
BIOENGINEERING	+	6	+	33548				+	18	+	29552			
DESIGN / CONSTRUCT	+	104	+	29946				10	715	30010	29975	*	*	*
ENVIRONMENTAL/SANITATION	+	16	+	26489				3	72	32945	28327	*	*	*
MANUFACTURING/INDUSTRIAL	1	183	32700	32212	*	*	*	8	886	30772	32180	*	*	*
SYSTEMS / PROGRAMMING	4	36	29480	31845	*	*	*	8	165	29903	31019	*	*	*
POWER SYSTEMS	+	50	+	32249				6	178	30523	31902	*	*	*
SOFTWARE DESIGN & DEVELOP	+	29	+	31713				5	146	29560	31465	*	*	*
HARDWARE DESIGN & DEVELOP	+	24	+	31530				2	120	25000	31844	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	77	+	$32894				2	334	$27000	$32089	*	*	*
TESTING	5	21	$30940	30940	*	*	*	7	126	31057	30554	*	*	*
PROCESS ENGINEERING	1	207	36516	34990	*	*	*	5	726	35271	35034	*	*	*
PROJECT ENGINEERING	1	90	30600	32940	*	*	*	8	469	29140	32403	*	*	*
OTHER ENGINEERING	6	297	31943	31137	*	*	*	37	889	27375	31356	$32100	$26220	$23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	27500				2	20	22050	22273	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	+	+	+				+	10	+	22371			
NURSES / PERSONAL CARE	+	3	+	32667				1	26	32000	26542	*	*	*
OCCUPATIONAL THERAPY	+	2	+	23000				+	18	+	25980			
PHARMACIST	+	3	+	35000				+	10	+	35363			
PHYSICAL THERAPY	+	3	+	15000				+	21	+	27419			
RESPIRATORY THERAPY	+	3	+	28427				+	6	+	23297			
OTHER HEALTH RELATED	+	9	+	18963				+	37	+	20500			
SOCIAL SERVICES														
ADMINISTRATION	+	1	+	23000				1	14	25000	18376	*	*	*
COUNSELING	+	3	+	18667				1	29	15600	16588	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	3	+	21733				+	20	+	18479			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	151	31400	29059	*	*	*	12	449	29002	28527	*	*	*
INFORMATION SYSTEMS	2	46	34760	29419	*	*	*	10	214	26748	27506	*	*	*
SYSTEMS ANALYSIS & DESIGN	+	64	+	29054				8	230	29187	29539	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	9	+	29101				+	22	+	29398			
AGRICULTURE/NAT'L RESOURC	+	32	+	20704				+	81	+	20477			
ARCHITECTURE	+	8	+	24851				1	14	19200	22047	*	*	*
CONSULTING	1	97	[illegible]	28645	*	*	*	7	297	23600	28318	*	*	*
HUMAN RESRCS /INDUS RELS	+	7	+	22770				5	46	22817	23113	*	*	*
MANAGEMENT TRAINEE	13	138	21769	22488	*	*	*	88	706	20972	21616	26500	21000	15300
MATH/STATISTICIANS	+	3	+	21412				+	11	+	22739			
PARALEGAL	+	3	+	16813				+	8	+	16593			
RESEARCHERS NON-TECHNICAL	+	17	+	21620				1	21	26000	21978	*	*	*
RESEARCHERS - TECHNICAL	+	8	+	31091				1	29	22000	27939	*	*	*
TEACHING	6	67	12673	19656	*	*	*	54	472	15197	19158	21979	13274	10000
TOTALS	98	2636						640	11780					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	8	+	$27438				1	144	$22800	$29141	*	*	*
MBA--NON-TECH	+	76	+	37423				1	193	24000	35305	*	*	*
MBA--TECH	+	31	+	39125				+	55	+	38132			
MS-BUSINESS	2	3	$34900	31933	*	*	*	11	19	31764	33679	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	1	+	33000				2	33	23580	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	5	+	27823				+	18	+	29963			
MANAGEMENT INFORMATION SY	1	7	39200	32933	*	*	*	4	12	35050	33411	*	*	*
MARKETING/MKTNG MGT (RESE	+	2	+	32250				+	8	+	36279			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	1	1	19200	19200	*	*	*	2	4	27100	26550	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	9	26399	26681	*	*	*
ELEMENTARY EDUCATION	+	2	+	19500				6	24	23546	22337	*	*	*
PHYSICAL EDUCATION	+	4	+	36024				+	5	+	33719			
READING EDUCATION	+	1	+	22000				+	1	+	22000			
SPECIAL EDUCATION	+	5	+	24800				5	25	22720	22244	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	26000			
LETTERS	+	1	+	20000				+	3	+	18000			
VISUAL & PERFORMING ARTS	1	1	18000	18000	*	*	*	1	2	18000	19500	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	6	+	29698				+	26	+	24731			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

WCPA REGIONAL Report No. 3 APRIL 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	2	+	$34940				+	18	+	$34887			
AGRICULTURAL	+	+	+	+				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	1	+	42000			
CHEMICAL	+	10	+	36450				+	48	+	36943			
CIVIL	+	7	+	31711				1	102	$38496	32051	*	*	*
COMPUTER	+	8	+	34952				+	20	+	34655			
ELECTRICAL/ELECTRONIC	+	33	+	37195				8	139	35945	36870	*	*	*
INDUSTRIAL	+	14	+	35163				2	41	36500	35355	*	*	*
MECHANICAL	1	27	$33500	37032	*	*	*	1	124	33500	36840	*	*	*
METALLURGICAL	+	4	+	37973				+	20	+	37176			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	5	+	34834				+	6	+	33829			
PETROLEUM	+	14	+	38749				+	24	+	38281			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	5	+	25450			
HEALTH SCIENCES	+	5	+	17403				+	7	+	18374			
NURSING	+	2	+	34900				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	3	+	25932				+	3	+	25932			
BIOLOGICAL	+	4	+	33861				+	6	+	29441			
CHEMISTRY	+	2	+	28880				+	11	+	31972			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	7	+	36803				+	62	+	36881			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	18	+	35038				+	31	+	33802			
MATHEMATICS (INCL ACTUARI	+	1	+	37000				+	12	+	30244			
PHYSICS	+	4	+	29624				+	9	+	29796			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	6	324						46	1287					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	2	86	$29000	$47587	*	*	*	2	145	$29000	$45254	*	*	*
MBA--TECH	+	34	+	50493				+	45	+	50884			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	121	+	50763				+	174	+	48973			
MBA--TECH	+	70	+	52695				+	108	+	52227			
OVER 4 YEARS														
MBA--NON-TECH	+	64	+	52656				+	118	+	47905			
MBA--TECH	+	40	+	57468				+	53	+	56744			
TOTALS	2	415						2	643					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/9/90 THROUGH 4/10/90							CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	1	+	$42000				+	2	+	50000			
ECONOMICS	+	1	+	42096				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	8	+	47181				+	14	+	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	29040				+	1	+	29040			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	5	+	33400				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	2	+	47496				+	3	+	48331			
CHEMICAL	1	15	$48000	51801	*	*	*	1	40	$48000	51113	*	*	*
CIVIL	+	2	+	48492				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	11	+	49361				1	21	57000	53232	*	*	*
INDUSTRIAL ENGINEERING	+	2	+	51500				+	2	+	51500			
MECHANICAL	+	3	+	49328				+	10	+	47712			
METALLURGICAL	+	3	+	48800				+	9	+	49969			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	5	+	38698				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	11	+	42695				+	47	+	44900			
GEOLOGICAL SCIENCES	+	7	+	35937				+	7	+	35937			
MATHEMATICS	+	1	+	35000				+	4	+	34750			
PHYSICS	2	5	41544	40718	*	*	*	4	9	42492	41385	*	*	*
POLYMER	+	3	+	48000				+	4	+	47250			
TOTALS	3	86						6	199					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23179 139 27500/21000			25200 1		24000 1			
BUSINESS ADMIN (INCL MGMT				21500 2		23200 3		21500 1	
ECONOM & FINANCE (BANKING	27000 4			21720 5			24000 1	25250 2	
MANAGEMENT INFO SYSTEMS							25000 1		
MARKETING/MARK MGMT (RESR				23467 3		24000 1	22153 3	24000 1	
COMMUNICATIONS						12000 1	10000 1		
PSYCHOLOGY					10000 1	30000 1			
SOCIOLOGY				19200 1					
CIVIL									32000 1
COMPUTER							29250 2		
ELECTRICAL/ELECTRONIC						33000 1			32367 3
INDUSTRIAL								26000 1	
COMPUTER SCIENCE				26760 1		28667 3	32630 4	40000 1	
ARCHITECTURAL & ENVIRONME			19200 1						24000 1
MATHEMATICS							25750 2		

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	
ACCOUNTING	23986	16			22000	1										
BUSINESS ADMIN (INCL MGMT	26936	5			17436	2	21405	4			19699	14			16500	1
ECONOM & FINANCE (BANKING	22153	15			19900	2	24000	2			21840	5				
HOTEL/RESTAURANT MGMT.					20200	3										
HUMAN RSRCS (incl LABOR R							23000	1	20000	1	21000	2				
MARKETING/MARK MGMT (RESR	23133	6	19000	1	23000	2	21900	1			22196 28500/19000	22				
REAL ESTATE	21600	2														
ADVERTISING	18000	1									22500	1				
COMMUNICATIONS	24500	2									20214	7				
JOURNALISM															13000	1
TEXTILES & CLOTHING											15000	2				
CRIMINAL JUSTICE											21500	1				
POLITICAL SCIENCE/GOVT	27500	1									20660	5				
PSYCHOLOGY	29000	2	15300	1			21600	1								
SOCIOLOGY	17000	1									17000	2				
ENGINEERING TECHNOLOGY											30000	1				
COMPUTER SCIENCE	29400	1					22500	1								

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						24436 4	23000 10		
BUSINESS ADMIN (INCL MGMT			26860 2	28000 1		27500 1	20492 2		
ECONOM & FINANCE (BANKING	19000 1		24400 3			19000 1			
HUMAN RSRCS (incl LABOR R						32000 1			
MARKETING/MARK MGMT (RESR	21500 2		20400 1						26000 1
REAL ESTATE	24000 2								
JOURNALISM					10000 1				
ELEMENTARY EDUCATION					14675 30 23517/10000				
SPECIAL EDUCATION					18913 5				
HUMAN ECOLOGY (HOME ECONO					12667 3				
LETTERS (incl English, Li					15737 8	20500 1			
VISUAL & PERFORMING ARTS					13000 4				
HISTORY					19880 1				
CHEMICAL				36516 1					
CIVIL				36500 1		25600 1	25718 12		
ELECTRICAL/ELECTRONIC				33400 1		25263 8			
INDUSTRIAL			32200 1			32050 4			
MECHANICAL						25862 7	25343 1		
COMPUTER SCIENCE						20548 4			
HEALTH SCIENCES									18000 1
NURSING									32000 1
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					22544 2				

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	22000 1				26620 3			24533 3	30000 1
BUSINESS ADMIN (INCL MGMT					25975 4		25000 1	28350 4	27386 7
ECONOM & FINANCE (BANKING					25380 1				25800 2
MARKETING/MARK MGMT (RESR									25111 6
COMMUNICATIONS									24152 2
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						30000 1			
PSYCHOLOGY			15600 1						
AEROSPACE & AERONAUTICAL					30100 3				
BIOENGINEERING & BIOMEDIC									28000 2
CHEMICAL									34613 3
ELECTRICAL/ELECTRONIC					30228 9				34440 1
INDUSTRIAL					31850 2				29501 2
MECHANICAL					29940 5		27900 2		
ENGINEERING TECHNOLOGY					28134 7			24300 2	
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS									28800 1
COMPUTER SCIENCE					30320 5			28128 1	32400 1
BIOLOGICAL									22000 1

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL	MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	28340	3									18000	1			26347	5
BUSINESS ADMIN (INCL MGMT	28167	3	24300	2	25000	1	22500	1							26650	2
ECONOM & FINANCE (BANKING	24800	5	22340	2	25250	2									24625	4
HOTEL/RESTAURANT MGMT.															27000	1
MANAGEMENT INFO SYSTEMS	32400	1														
MARKETING/MARK MGMT (RESR	20367	3	23040	1	17950	4	23600	2							25750	4
COMMUNICATIONS					10000	2										
JOURNALISM					24000	1										
CHEMICAL															36000	1
ELECTRICAL/ELECTRONIC	32010	2	28450	2												
INDUSTRIAL	32001	1			34600	1										
MECHANICAL	31200	1													35900	1
ENGINEERING TECHNOLOGY	31800	1			35000	1									33996	1
COMPUTER SCIENCE	29100	6													34500	1
INFORMATION SCIENCES & SY													32000	1		
MATHEMATICS			31500	1												

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT							24631 6
ECONOM & FINANCE (BANKING			20000 2				
MARKETING/MARK MGMT (RESR	19000 1				16020 1		35000 2
LETTERS (incl English, Li	15000 1						
CIVIL							24840 1
ELECTRICAL/ELECTRONIC							32000 1
MECHANICAL							34000 1
COMPUTER SCIENCE							33600 1

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23285 143 27500/21300			22200 12	10000 1	22800 7	20910 6	24000 4	
BACHELOR - TECHNICAL			19200 1	26760 1		29750 4	30065 8	33000 2	30620 5

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23574 51 48000/18000	17150 2	20327 10	22236 9	20000 1	20788 61 33000/16000			14750 2
BACHELOR - TECHNICAL	29400 1			22500 1		30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 5		24553 6	28000 1	15011 52 26000/10000	24593 8	22582 12		26000 1
BACHELOR - TECHNICAL			32200 1	35472 3	21696 3	25797 24 33000/20000	25689 13		25000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	22000 1	26000 1	15600 1		26143 8	30000 1	25000 1	26714 7	26237 18
BACHELOR - TECHNICAL					29759 32 32700/28000		27900 2	25576 3	30589 11

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25801 15	23264 5	19130 10	23233 3			18000 1		25846 16
BACHELOR - TECHNICAL	30329 11	29467 3	34800 2					32000 1	35099 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		20000 2		16020 1		26878 10
BACHELOR - TECHNICAL							31110 4

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23206 142 30204/21300	24648 32 33000/22000							24181 14
BUSINESS ADMIN (INCL MGMT	20000 1	22080 1	23000 1				32000 1		27160 3
ECONOM & FINANCE (BANKING		24786 7	20000 1	19000 1	25100 2				25772 12
MARKETING/MARK MGMT (RESR		25500 2	23000 1	19000 1					25800 2
REAL ESTATE		25200 1							
COMMUNICATIONS		28000 1							

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			21540 3	12000 1				16500 1	
ECONOM & FINANCE (BANKING	18400 3	30000 1							
HUMAN RSRCS (incl LABOR R			23000 1						
MARKETING/MARK MGMT (RESR	24000 1		21900 1	20000 1				22000 2	
REAL ESTATE	18000 1								
ADVERTISING	18000 1								
JOURNALISM									13000 1
POLITICAL SCIENCE/GOVT	22800 1								
PSYCHOLOGY	10000 1	21600 1							
ELECTRICAL/ELECTRONIC									30720 1
COMPUTER SCIENCE			22500 1						

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24000 1
BUSINESS ADMIN (INCL MGMT		29625 4	26554 9	21960 2		22925 4	27017 12		
ECONOM & FINANCE (BANKING		18067 3					21414 7		21500 1
HOTEL/RESTAURANT MGMT.		27000 1							
HUMAN RSRCS (incl LABOR R							18000 1		
MARKETING/MARK MGMT (RESR	23040 1	25872 5		26000 1			23722 21 40000/18000		
REAL ESTATE							24000 2		
ADVERTISING							22500 1		
COMMUNICATIONS		19500 2					17076 4		
JOURNALISM							24000 1		
LETTERS (incl English, Li	15000 1	20500 1							
POLITICAL SCIENCE/GOVT		30000 1					27500 1		
PSYCHOLOGY							29000 2		
BIOENGINEERING & BIOMEDIC							28000 2		
INDUSTRIAL							29501 2		
AGRIBUSINESS							28800 1		

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR		LAW ENFORCEMEN		MILITARY		NATIONAL SECUR		URBAN / REGION		BIOENGINEERING		DESIGN / CONST		ENVIRONMENTAL/		MANUFACTURING/	
ECONOM & FINANCE (BANKING	27000	4																
AEROSPACE & AERONAUTICAL													29100	1				
CIVIL															32718	2		
ELECTRICAL/ELECTRONIC													28908	2	33400	1	30396	1
INDUSTRIAL													32001	1			32200	2
MECHANICAL													30100	5			29022	2
ENGINEERING TECHNOLOGY													30680	1			31113	3

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	27500 1								
ECONOM & FINANCE (BANKING	27000 1								
AEROSPACE & AERONAUTICAL					30000 1	31200 1			
CHEMICAL							35271 5		
CIVIL								25152 2	25985 12
COMPUTER	29250 2								
ELECTRICAL/ELECTRONIC	32910 2	30523 6		20000 1	24000 1			31616 1	28646 11
INDUSTRIAL						31940 5			34800 1
MECHANICAL			31200 1	30000 1				31100 2	25862 7
ENGINEERING TECHNOLOGY								29667 3	28079 4
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER SCIENCE	30200 2		29150 4						30000 1
MATHEMATICS						26500 1			

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
HEALTH SCIENCES	18000 1								
NURSING				32000 1					

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1			
MANAGEMENT INFO SYSTEMS							28700 2		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
LETTERS (incl English, Li	25000 1								
PSYCHOLOGY		15600 1							
COMPUTER SCIENCE					30213 10	27413 6	29349 6		
INFORMATION SCIENCES & SY						32000 1			
MATHEMATICS					31500 1	25000 1			

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART B - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24600 2					
BUSINESS ADMIN (INCL MGMT		21500 1	20695 3	20857 19					
ECONOM & FINANCE (BANKING		25250 2		21286 14					
HOTEL/RESTAURANT MGMT.				20200 3					
HUMAN RSRCS (incl LABOR R			26000 2	24000 1					
MARKETING/MARK MGMT (RESR		24000 1		21524 26 26500/19000					
COMMUNICATIONS				18188 8					
JOURNALISM									10000 1
ELEMENTARY EDUCATION									14675 30 23517/10000
SPECIAL EDUCATION									18913 5
HUMAN ECOLOGY (HOME ECONO									12667 3
TEXTILES & CLOTHING				15000 2					
LETTERS (incl English, Li									14413 7
VISUAL & PERFORMING ARTS									13000 4
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		19880 1
POLITICAL SCIENCE/GOVT				20125 4					
PSYCHOLOGY				22650 2					
SOCIOLOGY				17550 4					
ELECTRICAL/ELECTRONIC				33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY		19200 1		31800 1					
ARCHITECTURAL & ENVIRONME	19200 1	24000 1							

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL								22000 1	
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									22544 2

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23184 143 30204/21000	24739 44 33000/22000	22000 3	19000 2	25100 2		32000 1		25189 31 42000/21000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18500 8	25800 2	21904 5	16000 2				20167 3	13000 1
BACHELOR - TECHNICAL			22500 1						30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	24621 17	26554 9	23307 3		22925 4	23819 52 48000/17000		22750 2
BACHELOR - TECHNICAL							28760 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4								
BACHELOR - TECHNICAL							30010 10	32945 3	30772 8

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27250 2								
BACHELOR - TECHNICAL	30787 6	30523 6	29560 5	25000 2	27000 2	31057 7	35271 5	29140 8	27375 37 36500/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26100 1								
BACHELOR - TECHNICAL	18000 1			32000 1					

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	25000 1	15600 1			14400 1	23000 2	28700 2		
BACHELOR - TECHNICAL					30330 11	27685 8	29349 6		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24000 4	22817 5	20706 86 30000/15300			26000 1		14815 51 26000/10000
BACHELOR - TECHNICAL	19200 1	23067 3		32400 2				22000 1	21696 3

AVERAGE SALARY OFFERS APRIL 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 4/10/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 10, 1990, through May 2, 1990) and cumulatively (September 1, 1989, and May 2, 1990).

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WCPA REGIONAL Report No. 4 MAY 1990

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	8	383	$26950	$28043	*	*	*	199	2673	$23675	$26414	$26520	$23000	$21500
BUSINESS ADMIN (INCL MGMT	1	75	28000	23955	*	*	*	70	583	23935	22888	30000	24800	16500
DISTRIBUTION MANAGEMENT	+	13	+	27205				+	47	+	25816			
ECONOM & FINANCE (BANKING	7	170	26586	25676	*	*	*	66	768	23521	24623	28000	24000	18000
HOTEL/RESTAURANT MGMT.	+	1	+	19000				4	32	21900	19974	*	*	*
HUMAN RSRCS (incl LABOR R	+	1	+	21000				5	55	23400	23766	*	*	*
MANAGEMENT INFO SYSTEMS	4	54	25965	28155	*	*	*	6	283	26877	27424	*	*	*
MARKETING/MARK MGMT (RESR	4	118	27375	24222	*	*	*	72	741	23050	22959	27600	22900	19000
REAL ESTATE	+	4	+	28875				4	18	22806	25520	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	24000				2	25	20250	18287	*	*	*
COMMUNICATIONS	1	34	24000	21501	*	*	*	16	149	19050	20483	*	*	*
JOURNALISM	1	8	16600	17088	*	*	*	4	52	15900	17436	*	*	*
TELECOMMUN/BROADCASTING	+	+	+	+				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	+	23	+	16670				30	299	14675	18970	21400	12400	10000
PRE-ELEMENTARY EDUCATION	+	+	+	+				+	23	+	16783			
PHYSICAL EDUCATION	+	4	+	16150				+	35	+	19063			
SPECIAL EDUCATION	+	2	+	18000				5	59	18913	19860	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	1	+	14000				+	1	+	14000			
TEXTILES & CLOTHING	+	4	+	20250				1	32	20000	20986	*	*	*
MERCHANDISING MANAGEMENT	+	7	+	23500				+	35	+	19368			
HUMANITIES														
FOREIGN LANGUAGES	+	5	+	20901				+	15	+	21398			
LETTERS (incl English, Li	+	14	+	19113		*		10	72	16139	19200	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				4	50	13000	19057	*	*	*
HUMANITIES - OTHER	+	9	+	22256				+	55	+	24480			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				1	15	21500	20639	*	*	*
HISTORY	+	9	+	19233				2	21	22940	20365	*	*	*
POLITICAL SCIENCE/GOVT	2	18	22368	25057	*	*	*	9	79	22837	22904	*	*	*
PSYCHOLOGY	+	19	+	19006				7	87	21500	19843	*	*	*
SOCIOLOGY	+	6	+	17836				4	26	17550	20800	*	*	*
SOCIAL SCIENCES-OTHER	+	6	+	22917				+	32	+	19757			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	27	+	30713				3	177	30100	30541	*	*	*
AGRICULTURAL	+	3	+	29667				+	32	+	29802			
ARCHITECTURAL	+	2	+	26500				+	31	+	30056			
BIOENGINEERING & BIOMEDIC	+	10	+	30432				2	30	28000	30685	*	*	*
CHEMICAL	+	311	+	35216				5	1235	35271	35202	*	*	*
CIVIL	+	132	+	29260				16	640	26722	27988	*	*	*
COMPUTER	2	72	32250	31328	*	*	*	4	220	30750	31314	*	*	*
ELECTRICAL/ELECTRONIC	+	350	+	32427				28	1547	29465	31843	33000	30480	25343

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	2	+	$29600				+	2	+	$29600			
INDUSTRIAL	+	194	+	30934				12	582	$31309	30878	*	*	*
MECHANICAL	2	450	$34000	32571	*	*	*	20	1746	29049	32305	$34000	$27600	$25343
METALLURGICAL	+	21	+	33079				+	107	+	32404			
MINING (INCL GEOLOGICAL)	+	10	+	31348				+	26	+	29879			
NUCLEAR	+	6	+	33510				+	22	+	31456			
PETROLEUM	+	14	+	36033				+	100	+	35518			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	+	13	+	26893				13	175	28949	29135	*	*	*
INDUSTRIAL TECHNOLOGY	+	1	+	30480				1	26	28000	25955	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	6	+	23833				1	71	28800	22337	*	*	*
ANIMAL SCIENCES	+	2	+	16500				+	22	+	17652			
PLANT SCIENCES	+	+	+	+				+	23	+	21694			
NATURAL RESOURCES	+	3	+	19500				+	8	+	18863			
OTHER AGRICULTURAL SCIENC	+	2	+	20000				+	29	+	23697			
COMPUTER SCIENCE														
COMPUTER SCIENCE	3	136	31333	30651	*	*	*	33	599	29279	29685	33600	30192	22500
COMPUTER PROGRAMMING	+	10	+	29784				+	44	+	28792			
INFORMATION SCIENCES & SY	+	11	+	26668				1	191	32000	28330	*	*	*
SYSTEMS ANALYSIS	+	1	+	33960				+	4	+	29360			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	12000				+	49	+	26230			
HEALTH SCIENCES	1	2	22800	16400	*	*	*	2	23	20400	20318	*	*	*
NURSING	+	1	+	26686				1	24	32000	26633	*	*	*
PHARMACY	+	+	+	+				+	20	+	33790			
SCIENCES														
ACTUARIAL	+	33	+	31681				+	60	+	27610			
ARCHITECTURAL & ENVIRONME	+	5	+	26080				2	59	21600	25154	*	*	*
BIOLOGICAL	2	5	14750	19040	*	*	*	3	35	17167	20965	*	*	*
CHEMISTRY	+	5	+	27740				+	70	+	28733			
GEOLOGY & GEOLOGICAL SCI	+	2	+	19400				1	20	20000	22541	*	*	*
MATHEMATICS	+	26	+	28194				5	133	25617	26107	*	*	*
PHYSICS	+	4	+	33000				+	17	+	27848			
OTHER PHYSICAL & EARTH SC	+	1	+	16305				+	3	+	21435			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	38	2863						674	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	6	326	$27833	$28407	*	*	*	149	2122	$23371	$26707	$26500	$23000	$21000
ACCOUNTING (PRIVATE)	1	71	24000	25563	*	*	*	45	576	24722	25035	27000	25000	22000
COMMERCIAL BANKING (CNSMR	+	14	+	21652				3	91	22000	20797	*	*	*
COMMERCIAL BANKING (LENDG	1	17	15600	24182	*	*	*	3	66	17867	23053	*	*	*
INVESTMT BANKING (CORP FN	1	9	24600	27233	*	*	*	3	27	24933	28021	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	30333				+	8	+	26767			
INVESTMT BANKG (REAL EST)	+	2	+	27500				1	12	32000	25099	*	*	*
INVESTMT BANKG (SALES & T	+	1	+	18000				+	12	+	19421			
FINANCIAL/TREASURY ANALYS	2	53	31000	28118	*	*	*	33	277	25542	26748	30000	25800	21000
PORTFOLIO MGMT/BROKERAGE	+	14	+	24964				8	39	18500	22179	*	*	*
UNDERWRITING	1	11	28000	25455	*	*	*	3	52	26533	22850	*	*	*
INSURANCE - CLAIMS	3	11	23433	21849	*	*	*	9	63	22480	22082	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	3	+	27293				2	18	16000	20197	*	*	*
MEDIA PLANNING	+	1	+	25000				+	10	+	19944			
REPORTING	+	3	+	18941				+	13	+	16424			
PRODUCTION	+	5	+	25500				+	25	+	25079			
PUBLIC RELATIONS	+	5	+	20272				3	39	20167	20900	*	*	*
WRITING / EDITING	+	4	+	17500				2	32	21860	17969	*	*	*
MARKETING														
ADVERTISING	+	2	+	24000				2	34	19020	19898	*	*	*
BRAND/PRODUCT MANAGEMENT	+	16	+	26625				17	104	24621	25819	*	*	*
BUYER/MERCHANDISING	+	17	+	23662				9	139	26554	22966	*	*	*
DISTRIBUTION	1	15	33500	27937	*	*	*	4	57	25855	26988	*	*	*
MARKET RESEARCH	1	15	31500	25990	*	*	*	1	47	31500	25246	*	*	*
PURCHASING	+	5	+	22140				4	33	22925	23747	*	*	*
SALES	3	140	26245	24546	*	*	*	60	816	24352	24671	31002	24800	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20195				+	22	+	20535			
FINANC,TAXA, MONETARY POL	+	11	+	23637				2	35	22750	23347	*	*	*
ECONOMIC PROGRAMS	+	3	+	26533				4	14	27000	26664	*	*	*
LAW ENFORCEMENT	+	10	+	32868				+	24	+	27987			
MILITARY	+	9	+	21593				+	80	+	21673			
NATIONAL SECURITY	+	1	+	27000				+	3	+	26900			
URBAN / REGIONAL PLANNING	+	8	+	25684				+	11	+	25543			
ENGINEERING														
BIOENGINEERING	+	3	+	33407				+	21	+	30103			
DESIGN / CONSTRUCT	+	156	+	31528				10	871	30010	30253	*	*	*
ENVIRONMENTAL/SANITATION	+	41	+	30683				3	113	32945	29182	*	*	*
MANUFACTURING/INDUSTRIAL	1	175	33000	32036	*	*	*	9	1059	31020	32171	*	*	*
SYSTEMS / PROGRAMMING	+	82	+	31458				8	247	29903	31165	*	*	*
POWER SYSTEMS	+	62	+	31758				6	240	30523	31865	*	*	*
SOFTWARE DESIGN & DEVELOP	+	43	+	32702				5	189	29560	31746	*	*	*
HARDWARE DESIGN & DEVELOP	1	45	33000	33049	*	*	*	3	165	27667	32173	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	+	66	+	$33095				2	400	$27000	$32255	*	*	*
TESTING	+	19	+	31422				7	145	31057	30668	*	*	*
PROCESS ENGINEERING	+	209	+	35168				5	935	35271	35064	*	*	*
PROJECT ENGINEERING	+	150	+	33119				8	619	29140	32577	*	*	*
OTHER ENGINEERING	+	452	+	31843				37	1341	27375	31520	$32100	$26220	$23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	1	+	22500				2	20	22050	22714	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	14000				+	11	+	21610			
NURSES / PERSONAL CARE	+	1	+	26686				1	27	32000	26548	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				+	18	+	25980			
PHARMACIST	+	+	+	+				+	10	+	35363			
PHYSICAL THERAPY	+	+	+	+				+	21	+	27419			
RESPIRATORY THERAPY	+	+	+	+				+	6	+	23297			
OTHER HEALTH RELATED	+	4	+	18125				+	37	+	20310			
SOCIAL SERVICES														
ADMINISTRATION	+	5	+	17265				1	19	25000	18084	*	*	*
COUNSELING	+	9	+	17529				1	37	15600	16995	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	18200				+	6	+	17350			
SOCIAL WORK	+	6	+	17336				+	25	+	18257			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	2	79	$31500	28975	*	*	*	14	528	29359	28594	*	*	*
INFORMATION SYSTEMS	4	42	31875	30871	*	*	*	14	256	28213	28058	*	*	*
SYSTEMS ANALYSIS & DESIGN	1	67	35000	31277	*	*	*	9	297	29832	29931	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	45	+	31680				+	67	+	30931			
AGRICULTURE/NAT'L RESOURC	+	10	+	21150				+	91	+	20551			
ARCHITECTURE	+	2	+	22100				1	16	19200	22053	*	*	*
CONSULTING	1	101	30000	29947	*	*	*	8	395	24400	28767	*	*	*
HUMAN RESRCS /INDUS RELS	+	3	+	25333				5	49	22817	23249	*	*	*
MANAGEMENT TRAINEE	6	135	20160	24079	*	*	*	93	833	21037	22065	26500	21000	15360
MATH/STATISTICIANS	+	5	+	23237				+	16	+	22895			
PARALEGAL	+	2	+	19000				+	10	+	17074			
RESEARCHERS NON-TECHNICAL	1	3	13500	15687	*	*	*	2	24	19750	21192	*	*	*
RESEARCHERS - TECHNICAL	1	5	16000	25972	*	*	*	2	34	19000	27650	*	*	*
TEACHING	+	27	+	17404				51	485	15346	19070	21979	13748	10000
TOTALS	38	2863						674	14604					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 4 MAY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	34	+	$31997				1	178	$22800	$29687	*	*	*
MBA--NON-TECH	+	63	+	38015				1	256	24000	35972	*	*	*
MBA--TECH	+	8	+	39250				+	63	+	38274			
MS-BUSINESS	+	1	+	43400				11	20	31764	34165	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	5	+	36390				2	38	23580	37222	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	7	+	33086				+	25	+	30838			
MANAGEMENT INFORMATION SY	+	7	+	36940				4	19	35050	34711	*	*	*
MARKETING/MKTNG MGT (RESE	+	4	+	34063				+	12	+	35540			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				2	4	27100	26550	*	*	*
JOURNALISM	+	+	+	+				+		+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	4	+	26750				1	13	26399	26702	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				6	24	23546	22337	*	*	*
PHYSICAL EDUCATION	+	+	+	+				+	5	+	33719			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	+	1	+	24000				5	26	22720	22311	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22700				+	2	+	24350			
LETTERS	+	+	+	+				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	+	+	+				1	2	18000	19500	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				+	26	+	24731			
SOCIOLOGY	+	1	+	17500				+	1	+	17500			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	5	+	22535			

continued

WCPA REGIONAL Report No. 4 MAY 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	12	+	$36136				+	30	+	$35387			
AGRICULTURAL	+	2	+	35200				+	5	+	35740			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	2	+	36000			
CHEMICAL	+	4	+	37565				+	52	+	36991			
CIVIL	+	11	+	32655				1	113	$38496	32109	*	*	*
COMPUTER	+	+	+	+				+	20	+	34655			
ELECTRICAL/ELECTRONIC	+	37	+	37370				8	176	35945	36975	*	*	*
INDUSTRIAL	+	15	+	37887				2	56	36500	36033	*	*	*
MECHANICAL	+	34	+	37502				1	158	33500	36982	*	*	*
METALLURGICAL	+	1	+	36000				+	21	+	37120			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	3	+	35521				+	9	+	34393			
PETROLEUM	+	1	+	36000				+	25	+	38190			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	26100				+	7	+	25635			
HEALTH SCIENCES	+	+	+	+				+	7	+	18374			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	14400				+	1	+	14400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	3	+	25932			
BIOLOGICAL	+	+	+	+				+	6	+	29441			
CHEMISTRY	+	4	+	31000				+	15	+	31713			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	24	+	36852				+	86	+	36873			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	3	+	25067				+	34	+	33031			
MATHEMATICS (INCL ACTUARI	+	6	+	33117				+	18	+	31201			
PHYSICS	+	+	+	+				+	9	+	29796			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	+	297						46	1584					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/10/90 THROUGH 5/2/90

CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	1	43	$36000	$46322	*	*	*	3	188	$31333	$45498	*	*	*
MBA--TECH	+	17	+	48894				+	62	+	50338			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	85	+	48912				+	259	+	48953			
MBA--TECH	+	37	+	54009				+	145	+	52682			
OVER 4 YEARS														
MBA--NON-TECH	+	38	+	45826				+	156	+	47399			
MBA--TECH	+	20	+	54620				+	73	+	56162			
TOTALS	1	240						3	883					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/10/90 THROUGH 5/2/90							CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	2	+	50000			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	14	+	42446			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	$36000				+	2	+	32520			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	1	+	28200				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	48331			
CHEMICAL	+	41	+	50254				1	81	$48000	50678	*	*	*
CIVIL	+	+	+	+				+	3	+	44728			
COMPUTER	+	+	+	+				+	1	+	57000			
ELECTRICAL/ELECTRONIC	+	4	+	56300				1	25	57000	53723	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	6	+	46832				+	16	+	47382			
METALLURGICAL	+	7	+	46396				+	16	+	48406			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	7	+	37227			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	8	+	43726				+	55	+	44729			
GEOLOGICAL SCIENCES	+	2	+	41350				+	9	+	37140			
MATHEMATICS	+	+	+	+				+	4	+	34750			
PHYSICS	+	+	+	+				4	9	42492	41385	*	*	*
POLYMER	+	+	+	+				+	4	+	47250			
TOTALS	+	70						6	269					

* Percentiles are computed on regional data
+ Not computed for fewer than 20 offers
- No offers reported

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23371 145 30500/21300			25200 1	24600 1	24000 1			
BUSINESS ADMIN (INCL MGMT				21500 2		23200 3		21500 1	
ECONOM & FINANCE (BANKING	27000 4			20700 6			24000 1	27875 4	
MANAGEMENT INFO SYSTEMS							30000 2	30500 1	
MARKETING/MARK MGMT (RESR				23467 3		24000 1	22153 3	24000 1	
COMMUNICATIONS						12000 1	10000 1		
PSYCHOLOGY					10000 1	30000 1			
SOCIOLOGY				19200 1					
CIVIL									32000 1
COMPUTER							29250 2		
ELECTRICAL/ELECTRONIC						33000 1			32367 3
INDUSTRIAL								26000 1	
MECHANICAL								35000 1	
COMPUTER SCIENCE				26760 1		28667 3	31704 5	40000 1	
ARCHITECTURAL & ENVIRONME			19200 1						24000 1
MATHEMATICS							25750 2		

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE		HOSPITALITY(AM		HOSPITALITY(HO		INSURANCE		LEGAL SVCS		MERCHANDISING		PERSONNEL SUPP		PROTECTIVE SER		PUBLISHING	
ACCOUNTING	23986	16			22000	1												
BUSINESS ADMIN (INCL MGMT	26936	5			17436	2	22724	5			19699	14					16500	1
ECONOM & FINANCE (BANKING	22153	15			19900	2	24167	3			21840	5	23000	1				
HOTEL/RESTAURANT MGMT.					20200	3												
HUMAN RSRCS (incl LABOR R							23000	1	20000	1	21000	2						
MANAGEMENT INFO SYSTEMS							23000	1										
MARKETING/MARK MGMT (RESR	23133	6	19000	1	23000	2	21900	1			22471 28500/19000	24						
REAL ESTATE	21600	2																
ADVERTISING	18000	1									22500	1						
COMMUNICATIONS	24500	2									20688	8						
JOURNALISM																	13000	1
TEXTILES & CLOTHING											20000	1						
CRIMINAL JUSTICE											21500	1						
POLITICAL SCIENCE/GOVT	27500	1									20660	5						
PSYCHOLOGY	29000	2	15300	1			21600	1										
SOCIOLOGY	17000	1									17000	2						
ENGINEERING TECHNOLOGY											30000	1						
COMPUTER SCIENCE	29400	1					22500	1			31000	1						
HEALTH SCIENCES							22800	1										

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						24436 4	23000 10		
BUSINESS ADMIN (INCL MGMT			26860 2	28000 1		27500 1	20492 2		
ECONOM & FINANCE (BANKING	19000 1		26300 4			19000 1			
HUMAN RSRCS (incl LABOR R						32000 1			
MARKETING/MARK MGMT (RESR	21500 2		20400 1						26000 1
REAL ESTATE	24000 2								
JOURNALISM					10000 1				
ELEMENTARY EDUCATION					14675 30 23517/10000				
SPECIAL EDUCATION					18913 5				
LETTERS (incl English, Li					15737 8	20500 1			
VISUAL & PERFORMING ARTS					13000 4				
HISTORY					19880 1				
CHEMICAL				36516 1					
CIVIL				36500 1		25600 1	25718 12		
ELECTRICAL/ELECTRONIC				33400 1		25263 8			
INDUSTRIAL			32200 1			32050 4			
MECHANICAL						25862 7	25343 1		
COMPUTER SCIENCE			35000 1			20548 4			
HEALTH SCIENCES									18000 1
NURSING									32000 1
BIOLOGICAL		16000 1							
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					22544 2				

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	23000 2				26620 3			24533 3	30000 1
BUSINESS ADMIN (INCL MGMT					25975 4		25000 1	28350 4	27386 7
ECONOM & FINANCE (BANKING					25380 1				25800 2
MARKETING/MARK MGMT (RESR									25111 6
COMMUNICATIONS									24152 2
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						29868 2			
PSYCHOLOGY			15600 1						
AEROSPACE & AERONAUTICAL					30100 3				
BIOENGINEERING & BIOMEDIC									28000 2
CHEMICAL									34613 3
ELECTRICAL/ELECTRONIC					30228 9				34440 1
INDUSTRIAL					31850 2				29501 2
MECHANICAL					29940 5		27900 2		
ENGINEERING TECHNOLOGY					28134 7			24300 2	
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS									28800 1
COMPUTER SCIENCE					30320 5			28128 1	32400 1
BIOLOGICAL									22000 1

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL	MINING	PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	28340	3									18000	1			26347	5
BUSINESS ADMIN (INCL MGMT	28167	3	24300	2	25000	1	22500	1							26650	2
ECONOM & FINANCE (BANKING	24800	5	22340	2	25250	2									24625	4
HOTEL/RESTAURANT MGMT.															27000	1
MANAGEMENT INFO SYSTEMS	32400	1														
MARKETING/MARK MGMT (RESR	23650	4	23040	1	17950	4	23600	2							25750	4
COMMUNICATIONS					10000	2										
JOURNALISM					24000	1										
CHEMICAL															36000	1
COMPUTER	33000	1	31500	1												
ELECTRICAL/ELECTRONIC	32010	2	28450	2												
INDUSTRIAL	32001	1			34600	1										
MECHANICAL	31200	1	33000	1											35900	1
ENGINEERING TECHNOLOGY	31800	1			35000	1									33996	1
COMPUTER SCIENCE	29100	6													34500	1
INFORMATION SCIENCES & SY													32000	1		
BIOLOGICAL					13500	1										
MATHEMATICS			31500	1												

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT							24631 6
ECONOM & FINANCE (BANKING			23333 3				
MANAGEMENT INFO SYSTEMS					15360 1		
MARKETING/MARK MGMT (RESR	19000 1			25000 1	16020 1		35000 2
JOURNALISM					16600 1		
LETTERS (incl English, Li	15000 1						
POLITICAL SCIENCE/GOVT					15000 1		
CIVIL							24840 1
ELECTRICAL/ELECTRONIC							32000 1
MECHANICAL							34000 1
COMPUTER SCIENCE							33600 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23469 149 30500/21300			21692 13	17300 2	22800 7	22923 7	26786 7	
BACHELOR - TECHNICAL			19200 1	26760 1		29750 4	29836 9	33667 3	30620 5

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23574 51 48000/18000	17150 2	20327 10	22968 12	20000 1	21160 63 33000/16000	23000 1		14750 2
BACHELOR - TECHNICAL	29400 1			22650 2		30500 2			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 5		25617 7	28000 1	15155 49 26000/10000	24593 8	22582 12		26000 1
BACHELOR - TECHNICAL		16000 1	33600 2	35472 3	21696 3	25797 24 33000/20000	25689 13		25000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	23000 2	26000 1	15600 1		26143 .8	29868 2	25000 1	26714 7	26237 18
BACHELOR - TECHNICAL					29759 32 32700/28000		27900 2	25576 3	30589 11

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26283 16	23264 5	19130 10	23233 3			18000 1		25846 16
BACHELOR - TECHNICAL	30552 12	30580 5	27700 3					32000 1	35099 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		23333 3	25000 1	15745 4		26878 10
BACHELOR - TECHNICAL							31110 4

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU		ACCOUNTING (PR		COMMERCIAL BAN		COMMERCIAL BAN		INVESTMT BANKI		INVESTMT BANKN		INVESTMT BANKG		INVESTMT BANKG		FINANCIAL/TREA	
ACCOUNTING	23394 30500/21300	148	24628 33000/22000	33					24600	1							24181	14
BUSINESS ADMIN (INCL MGMT	20000	1	22080	1	23000	1							32000	1			27160	3
ECONOM & FINANCE (BANKING			24786	7	20000	1	17300	2	25100	2							26519	14
MARKETING/MARK MGMT (RESR			25500	2	23000	1	19000	1									25800	2
REAL ESTATE			25200	1														
COMMUNICATIONS			28000	1														

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT			28000	1	21540	3	12000	1							16500	1		
ECONOM & FINANCE (BANKING	18400	3	30000	1	24500	1												
HUMAN RSRCS (incl LABOR R					23000	1												
MANAGEMENT INFO SYSTEMS					23000	1												
MARKETING/MARK MGMT (RESR	24000	1			21900	1	20000	1							22000	2		
REAL ESTATE	18000	1																
ADVERTISING	18000	1																
JOURNALISM																	13000	1
POLITICAL SCIENCE/GOVT	22800	1																
PSYCHOLOGY	10000	1	21600	1														
ELECTRICAL/ELECTRONIC																	30720	1
COMPUTER SCIENCE					22500	1												
HEALTH SCIENCES					22800	1												

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									24000 1
BUSINESS ADMIN (INCL MGMT		29625 4	26554 9	21960 2		22925 4	27017 12		
ECONOM & FINANCE (BANKING		18067 3					21414 7		21500 1
HOTEL/RESTAURANT MGMT.		27000 1							
HUMAN RSRCS (incl LABOR R							18000 1		
MARKETING/MARK MGMT (RESR	23040 1	25872 5		29750 2			23790 23 40000/18000		
REAL ESTATE							24000 2		
ADVERTISING							22500 1		
COMMUNICATIONS		19500 2					17076 4		
JOURNALISM							24000 1		
LETTERS (incl English, Li	15000 1	20500 1							
POLITICAL SCIENCE/GOVT		30000 1					28618 2		
PSYCHOLOGY							29000 2		
BIOENGINEERING & BIOMEDIC							28000 2		
COMPUTER					31500 1				
INDUSTRIAL							29501 2		
AGRIBUSINESS							28800 1		

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR		LAW ENFORCEMEN		MILITARY		NATIONAL SECUR		URBAN / REGION		BIOENGINEERING		DESIGN / CONST		ENVIRONMENTAL/		MANUFACTURING/	
ECONOM & FINANCE (BANKING	27000	4																
AEROSPACE & AERONAUTICAL													29100	1				
CIVIL															32718	2		
ELECTRICAL/ELECTRONIC													28908	2	33400	1	30396	1
INDUSTRIAL													32001	1			32200	2
MECHANICAL													30100	5			30348	3
ENGINEERING TECHNOLOGY													30680	1			31113	3

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	27500 1								
ECONOM & FINANCE (BANKING	27000 1								
AEROSPACE & AERONAUTICAL					30000 1	31200 1			
CHEMICAL							35271 5		
CIVIL								25152 2	25985 12
COMPUTER	29250 2			33000 1					
ELECTRICAL/ELECTRONIC	32910 2	30523 6		20000 1	24000 1			31616 1	28646 11
INDUSTRIAL						31940 5			34600 1
MECHANICAL			31200 1	30000 1				31100 2	25862 7
ENGINEERING TECHNOLOGY								29667 3	28079 4
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER SCIENCE	30200 2		29150 4						30000 1
MATHEMATICS						26500 1			

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMIN.STRATIVE		INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO		OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100	1									
HEALTH SCIENCES	18000	1									
NURSING					32000	1					

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1			
ECONOM & FINANCE (BANKING						31000 1			
MANAGEMENT INFO SYSTEMS					35000 1	30500 1	28700 2		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
LETTERS (incl English, Li	25000 1								
PSYCHOLOGY		15600 1							
MECHANICAL						35000 1			
COMPUTER SCIENCE					30012 11	27926 7	30156 7		
INFORMATION SCIENCES & SY						32000 1			
MATHEMATICS					31500 1	25000 1			

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24600 2					
BUSINESS ADMIN (INCL MGMT		21500 1	20695 3	20857 19					
ECONOM & FINANCE (BANKING		26833 3		21400 15					
HOTEL/RESTAURANT MGMT.				20200 3					
HUMAN RSRCS (incl LABOR R			26000 2	24000 1					
MANAGEMENT INFO SYSTEMS				15360 1					
MARKETING/MARK MGMT (RESR		24000 1		21727 27 27000/19000					
COMMUNICATIONS				18833 9					
JOURNALISM				16600 1					10000 1
ELEMENTARY EDUCATION									14675 30 23517/10000
SPECIAL EDUCATION									18913 5
TEXTILES & CLOTHING				20000 1					
LETTERS (incl English, Li									14413 7
VISUAL & PERFORMING ARTS									13000 4
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		19880 1
POLITICAL SCIENCE/GOVT				19100 5					
PSYCHOLOGY				22650 2					
SOCIOLOGY				17550 4					
ELECTRICAL/ELECTRONIC				33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY		19200 1		31800 1					
ARCHITECTURAL & ENVIRONME	19200 1	24000 1							

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BIOLOGICAL							13500 1	19000 2	
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									22544 2

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23371 149 30500/21000	24722 45 33000/22000	22000 3	17867 3	24933 3		32000 1		25542 33 42000/21000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18500 8	26533 3	22431 7	16000 2				20167 3	13000 1
BACHELOR - TECHNICAL			22650 2						30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	24621 17	26554 9	25855 4		22925 4	23951 55 48000/17000		22750 2
BACHELOR - TECHNICAL					31500 1		28760 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4								
BACHELOR - TECHNICAL							30010 10	32945 3	31020 9

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27250 2								
BACHELOR - TECHNICAL	30787 6	30523 6	29560 5	27667 3	27000 2	31057 7	35271 5	29140 8	27375 37 36500/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26100 1								
BACHELOR - TECHNICAL	18000 1			32000 1					

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	25000 1	15600 1			24700 2	26875 4	28700 2		
BACHELOR - TECHNICAL					30136 12	28748 10	30156 7		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		25200 5	22817 5	20788 91 30000/15360			26000 1		14949 48 26000/10000
BACHELOR - TECHNICAL	19200 1	23067 3		32400 2			13500 1	19000 2	21696 3

AVERAGE SALARY OFFERS MAY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 5/2/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 5 July 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (May 2, 1990, through June 4, 1990) and cumulatively (September 1, 1989, and June 4, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	40	1667	$23998	$26627	$28500	$24125	$20000	239	4340	$23729	$26496	$27000	$23000	$21000
BUSINESS ADMIN (INCL MGMT	60	680	24659	23688	30000	24250	18300	130	1263	24269	23318	30000	24550	18000
DISTRIBUTION MANAGEMENT	+	26	+	24580				+	73	+	25376			
ECONOM & FINANCE (BANKING	28	1114	22475	25527	26500	22650	18500	94	1882	23209	25158	27500	23000	18000
HOTEL/RESTAURANT MGMT.	1	88	27000	21306	*	*	*	5	120	22920	20951	*	*	*
HUMAN RSRCS (incl LABOR R	2	49	22550	22514	*	*	*	7	104	23157	23176	*	*	*
MANAGEMENT INFO SYSTEMS	1	192	23000	27595	*	*	*	7	475	26323	27493	*	*	*
MARKETING/MARK MGMT (RESR	41	795	24580	23902	30000	24504	20000	113	1536	23605	23447	28500	24000	19000
REAL ESTATE	2	6	18750	20850	*	*	*	6	24	21450	24353	*	*	*
COMMUNICATIONS														
ADVERTISING	1	40	18500	22044	*	*	*	3	65	19667	20599	*	*	*
COMMUNICATIONS	19	115	20999	21435	*	*	*	35	264	20108	20898	24504	20000	12000
JOURNALISM	6	51	14820	20602	*	*	*	10	103	15252	19004	*	*	*
TELECOMMUN/BROADCASTING	+	51	+	21250				+	64	+	20610			
EDUCATION														
ELEMENTARY EDUCATION	14	75	21971	19837	*	*	*	44	374	16996	19144	22400	19000	10000
PRE-ELEMENTARY EDUCATION	+	4	+	19125				+	27	+	17130			
PHYSICAL EDUCATION	1	9	21000	20580	*	*	*	1	44	21000	19373	*	*	*
SPECIAL EDUCATION	4	27	16663	19754	*	*	*	9	86	17913	19827	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	11	+	18682				+	12	+	18292			
TEXTILES & CLOTHING	2	101	21000	20759	*	*	*	3	133	20667	20814	*	*	*
MERCHANDISING MANAGEMENT	+	18	+	20617				+	53	+	19792			
HUMANITIES														
FOREIGN LANGUAGES	1	23	15225	24304	*	*	*	1	38	15225	23157	*	*	*
LETTERS (incl English, Li	3	85	17333	22374	*	*	*	13	157	16415	20918	*	*	*
VISUAL & PERFORMING ARTS	1	18	26500	24362	*	*	*	5	68	15700	20461	*	*	*
HUMANITIES - OTHER	1	49	18000	22737	*	*	*	1	104	18000	23659	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	2	16	19000	19616	*	*	*	3	31	19833	20111	*	*	*
HISTORY	1	39	17500	23738	*	*	*	3	60	21127	22558	*	*	*
POLITICAL SCIENCE/GOVT	4	71	20875	24529	*	*	*	13	150	22234	23673	*	*	*
PSYCHOLOGY	3	96	16353	21047	*	*	*	10	183	19956	20474	*	*	*
SOCIOLOGY	3	18	16933	19217	*	*	*	7	44	17286	20152	*	*	*
SOCIAL SCIENCES-OTHER	1	90	19800	23040	*	*	*	1	122	19800	22179	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	8	101	32402	30333	*	*	*	11	278	31774	30465	*	*	*
AGRICULTURAL	+	21	+	30530				+	53	+	30090			
ARCHITECTURAL	+	26	+	28053				+	57	+	29143			
BIOENGINEERING & BIOMEDIC	2	17	28500	30216	*	*	*	4	47	28250	30515	*	*	*
CHEMICAL	16	638	34013	34855	*	*	*	21	1873	34312	35084	36516	34500	33000
CIVIL	9	506	31270	28105	*	*	*	25	1146	28360	28040	36000	27000	23808
COMPUTER	1	111	31700	31009	*	*	*	5	331	30940	31212	*	*	*
ELECTRICAL/ELECTRONIC	33	1077	29921	31779	33500	31200	23400	61	2624	29712	31817	33000	31000	24000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	3	+	$28304				+	5	+	$28822			
INDUSTRIAL	8	273	$31025	30034	*	*	*	20	855	$31195	30608	$33000	$31650	$28000
MECHANICAL	13	1048	30815	31944	*	*	*	33	2795	29745	32156	35000	28800	25343
METALLURGICAL	+	54	+	32427				+	161	+	32412			
MINING (INCL GEOLOGICAL)	2	14	27580	28747	*	*	*	2	40	27580	29483	*	*	*
NUCLEAR	+	13	+	29860				+	35	+	30863			
PETROLEUM	+	38	+	35266				+	138	+	35448			
TEXTILE	+	+	+	+				+	3	+	33669			
ENGINEERING TECHNOLOGY	7	124	29029	28580	*	*	*	20	299	28977	28905	33000	29260	26000
INDUSTRIAL TECHNOLOGY	+	37	+	30362				1	63	28000	28543	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	35	17000	21000	*	*	*	2	106	22900	21896	*	*	*
ANIMAL SCIENCES	+	20	+	20877				+	42	+	19188			
PLANT SCIENCES	+	5	+	20431				+	28	+	21469			
NATURAL RESOURCES	+	8	+	18281				+	16	+	18572			
OTHER AGRICULTURAL SCIENC	+	20	+	24600				+	49	+	24066			
COMPUTER SCIENCE														
COMPUTER SCIENCE	20	419	29521	29794	$34280	$30000	$25000	53	1018	29370	29730	34280	30000	22500
COMPUTER PROGRAMMING	+	26	+	28304				+	70	+	28611			
INFORMATION SCIENCES & SY	1	154	35520	28628	*	*	*	2	345	33760	28463	*	*	*
SYSTEMS ANALYSIS	+	10	+	32500				+	14	+	31603			
HEALTH SCIENCES														
ALLIED HEALTH	+	35	+	27941				+	84	+	26943			
HEALTH SCIENCES	+	5	+	21410				2	28	20400	20513	*	*	*
NURSING	+	96	+	28599				1	120	32000	28206	*	*	*
PHARMACY	+	19	+	39614				+	39	+	36627			
SCIENCES														
ACTUARIAL	+	4	+	29400				+	64	+	27722			
ARCHITECTURAL & ENVIRONME	1	20	24996	25283	*	*	*	3	79	22732	25186	*	*	*
BIOLOGICAL	1	27	27000	22059	*	*	*	4	62	19625	21442	*	*	*
CHEMISTRY	1	37	14000	27267	*	*	*	1	107	14000	28226	*	*	*
GEOLOGY & GEOLOGICAL SCI	+	5	+	25760				1	25	20000	23185	*	*	*
MATHEMATICS	2	120	17500	27330	*	*	*	7	254	23298	26686	*	*	*
PHYSICS	+	25	+	30674				+	42	+	29530			
OTHER PHYSICAL & EARTH SC	1	6	22000	20900	*	*	*	1	9	22000	21078	*	*	*
POLYMER SCIENCE	+	6	+	32234				+	6	+	32234			
TEXTILE SCIENCE	+	+	+	+				+	24	+	26861			
TOTALS	369	10827						1043	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	7	1213	$22057	$27337	*	*	*	156	3335	$23312	$26936	$26496	$23000	$21000
ACCOUNTING (PRIVATE)	36	545	23974	25511	$28500	$24125	$20000	81	1121	24390	25266	28000	24500	20048
COMMERCIAL BANKING (CNSMR	4	134	17550	21869	*	*	*	7	225	19457	21435	*	*	*
COMMERCIAL BANKING (LENDG	+	179	+	24474				3	265	17867	24013	*	*	*
INVESTMT BANKING (CORP FN	1	53	22000	29190	*	*	*	4	80	24200	28795	*	*	*
INVESTMT BANKNG (M & A)	+	8	+	27126				+	16	+	26946			
INVESTMT BANKG (REAL EST)	+	2	+	26500				1	14	32000	25299	*	*	*
INVESTMT BANKG (SALES & T	+	16	+	26362				+	28	+	23387			
FINANCIAL/TREASURY ANALYS	9	307	24644	27084	*	*	*	42	584	25349	26925	28500	25800	20800
PORTFOLIO MGMT/BROKERAGE	1	33	18000	25473	*	*	*	9	72	18444	23689	*	*	*
UNDERWRITING	7	105	24529	23999	*	*	*	10	157	25130	23619	*	*	*
INSURANCE - CLAIMS	2	53	24500	23717	*	*	*	11	116	22847	22829	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	7	24996	25357	*	*	*	3	25	18999	21642	*	*	*
MEDIA PLANNING	2	11	16250	20793	*	*	*	2	21	16250	20388	*	*	*
REPORTING	+	8	+	16750				+	21	+	16548			
PRODUCTION	1	28	20000	26139	*	*	*	1	53	20000	25639	*	*	*
PUBLIC RELATIONS	3	37	12973	19619	*	*	*	6	76	16570	20277	*	*	*
WRITING / EDITING	+	33	+	19280				2	65	21860	18634	*	*	*
MARKETING														
ADVERTISING	+	29	+	22229				2	33	19020	20971	*	*	*
BRAND/PRODUCT MANAGEMENT	13	104	27531	24444	*	*	*	30	208	25882	25131	33000	26000	19000
BUYER/MERCHANDISING	10	318	25650	22962	*	*	*	19	457	26078	22963	*	*	*
DISTRIBUTION	3	61	21400	25188	*	*	*	7	118	23946	26057	*	*	*
MARKET RESEARCH	1	29	30000	26578	*	*	*	2	76	30750	25754	*	*	*
PURCHASING	9	21	26922	24059	*	*	*	13	54	25692	23868	*	*	*
SALES	45	767	22905	24957	30000	22000	18000	105	1583	23732	24809	31002	24000	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	21968				+	38	+	21138			
FINANC,TAXA, MONETARY POL	4	34	22270	21948	*	*	*	6	69	22430	22658	*	*	*
ECONOMIC PROGRAMS	+	2	+	24250				4	16	27000	26362	*	*	*
LAW ENFORCEMENT	+	9	+	19931				+	33	+	25790			
MILITARY	+	18	+	24428				+	98	+	22179			
NATIONAL SECURITY	+	6	+	25566				+	9	+	26010			
URBAN / REGIONAL PLANNING	+	6	+	24615				+	17	+	25215			
ENGINEERING														
BIOENGINEERING	1	40	27500	34606	*	*	*	1	61	27500	33056	*	*	*
DESIGN / CONSTRUCT	10	661	29960	29472	*	*	*	20	1532	29985	29916	35000	29890	26252
ENVIRONMENTAL/SANITATION	+	93	+	29614				3	206	32945	29377	*	*	*
MANUFACTURING/INDUSTRIAL	2	575	33000	31741	*	*	*	11	1634	31380	32020	*	*	*
SYSTEMS / PROGRAMMING	9	125	31079	30933	*	*	*	17	372	30525	31087	*	*	*
POWER SYSTEMS	2	151	29566	31525	*	*	*	8	391	30284	31734	*	*	*
SOFTWARE DESIGN & DEVELOP	4	157	37425	31612	*	*	*	9	346	33056	31685	*	*	*
HARDWARE DESIGN & DEVELOP	+	129	+	32899				3	294	27667	32491	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	178	$30000	$32452	*	*	*	3	578	$28000	$32316	*	*	*
TESTING	4	98	31150	29773	*	*	*	11	243	31091	30307	*	*	*
PROCESS ENGINEERING	16	455	32008	34825	*	*	*	21	1390	32785	34985	$36400	$33720	$31900
PROJECT ENGINEERING	15	511	31692	31743	*	*	*	23	1130	30804	32200	34000	30600	28000
OTHER ENGINEERING	41	775	29621	31061	$35000	$30000	$24000	78	2117	28556	31347	34440	28250	23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	3	11	20019	22485	*	*	*	5	31	20831	22633	*	*	*
INDUSTRIAL HYGIENE	+	1	+	16000				+	1	+	16000			
MEDICAL TECHNOLOGY	+	15	+	24433				+	26	+	23239			
NURSES / PERSONAL CARE	+	93	+	28376				1	120	32000	27965	*	*	*
OCCUPATIONAL THERAPY	+	1	+	26000				+	19	+	25981			
PHARMACIST	+	16	+	40860				+	26	+	38746			
PHYSICAL THERAPY	1	21	20000	31310	*	*	*	1	42	20000	29364	*	*	*
RESPIRATORY THERAPY	+	2	+	32975				+	8	+	25716			
OTHER HEALTH RELATED	+	19	+	21869				+	56	+	20839			
SOCIAL SERVICES														
ADMINISTRATION	1	18	16300	18758	*	*	*	2	37	20650	18412	*	*	*
COUNSELING	1	19	16000	16660	*	*	*	2	56	15800	16881	*	*	*
FUNDRAISING / DEVELOPMENT	+	10	+	14850				+	16	+	15788			
SOCIAL WORK	1	17	15225	16675	*	*	*	1	42	15225	17617	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	7	415	27937	28511	*	*	*	21	943	28885	28557	32400	30400	26880
INFORMATION SYSTEMS	3	217	30933	28097	*	*	*	17	473	28693	28076	*	*	*
SYSTEMS ANALYSIS & DESIGN	5	191	29800	29148	*	*	*	14	488	29821	29625	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	2	28	18500	28007	*	*	*	2	95	18500	30069	*	*	*
AGRICULTURE/NAT'L RESOURC	+	39	+	19315				+	130	+	20180			
ARCHITECTURE	+	7	+	20166				1	23	19200	21479	*	*	*
CONSULTING	9	363	21222	28790	*	*	*	17	758	22718	28778	*	*	*
HUMAN RESRCS /INDUS RELS	4	74	21775	23662	*	*	*	9	123	22354	23497	*	*	*
MANAGEMENT TRAINEE	44	901	22412	22461	27000	23000	18500	137	1735	21479	22273	27000	21600	16000
MATH/STATISTICIANS	+	13	+	26354				+	29	+	24446			
PARALEGAL	+	20	+	21123				+	30	+	19773			
RESEARCHERS NON-TECHNICAL	1	7	18000	20096	*	*	*	3	31	19167	20944	*	*	*
RESEARCHERS - TECHNICAL	1	19	21000	28085	*	*	*	3	53	19667	27806	*	*	*
TEACHING	22	150	20752	19534	23000	19900	17500	73	635	16975	19179	22400	19000	10000
TOTALS	369	10827						1043	25433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90							CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	104	$36000	$29708	*	*	*	2	282	$29400	$29695	*	*	*
MBA--NON-TECH	3	314	30733	36462	*	*	*	4	570	29050	36242	*	*	*
MBA--TECH	+	62	+	38289				+	125	+	38281			
MS-BUSINESS	10	35	28556	35016	*	*	*	21	55	30236	34706	$36000	$30000	$24000
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	+	177	+	37474				2	215	23580	37430	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	2	32	27023	32387	*	*	*	2	57	27023	31708	*	*	*
MANAGEMENT INFORMATION SY	2	27	33500	33504	*	*	*	6	46	34533	34003	*	*	*
MARKETING/MKTNG MGT (RESE	+	67	+	35968				+	79	+	35903			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	3	4	23200	24561	*	*	*	5	8	24760	25555	*	*	*
JOURNALISM	+	2	+	24500				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	24000				1	14	26399	26509	*	*	*
ELEMENTARY EDUCATION	+	+	+	+				6	24	23546	22337	*	*	*
PHYSICAL EDUCATION	+	1	+	15996				+	6	+	30765			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	1	1	22020	22020	*	*	*	6	27	22603	22300	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	+	1	+	23000				+	4	+	19250			
VISUAL & PERFORMING ARTS	1	5	24000	26797	*	*	*	2	7	21000	24712	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	4	+	25251				+	30	+	24800			
SOCIOLOGY	+	2	+	22000				+	3	+	20500			
SOCIAL SCIENCES - OTHER	+	4	+	26535				+	9	+	24313			

continued

WCPA REGIONAL Report No. 5 JULY 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 5/2/90 THROUGH 6/4/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH	CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 NUMBER OF OFFERS REGIONAL	NATIONAL	AVERAGE $ OFFERS REGIONAL	NATIONAL	PERCENTILES' 90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	28	+	$35295				+	58	+	$35343			
AGRICULTURAL	+	1	+	40000				+	6	+	36450			
BIOENGINEERING & BIOMEDIC	+	2	+	37000				+	4	+	36500			
CHEMICAL	1	81	$49992	38738	*	*	*	1	133	$49992	38055	*	*	*
CIVIL	+	79	+	32476				1	192	38498	32260	*	*	*
COMPUTER	+	11	+	33923				+	31	+	34395			
ELECTRICAL/ELECTRONIC	11	115	38473	37991	*	*	*	19	291	37408	37376	*	*	*
INDUSTRIAL	+	14	+	35507				2	70	36500	35928	*	*	*
MECHANICAL	5	90	40390	36933	*	*	*	6	248	39242	36964	*	*	*
METALLURGICAL	+	8	+	35838				+	29	+	36766			
MINING & MINERAL	+	4	+	39345				+	5	+	37476			
NUCLEAR	+	9	+	38877				+	18	+	36635			
PETROLEUM	+	1	+	35000				+	26	+	38067			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	4	+	28900				+	11	+	26823			
HEALTH SCIENCES	+	2	+	27500				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	10	+	24800				+	11	+	23855			
ARCHITECTURAL & ENVIRONME	+	5	+	29300				+	8	+	28037			
BIOLOGICAL	+	2	+	33090				+	8	+	30353			
CHEMISTRY	+	6	+	32393				+	21	+	31907			
COMPUTER SCIENCE														
COMPUTER SCIENCE	7	81	36214	36425	*	*	*	7	167	36214	36656	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	19	+	34508				+	53	+	33560			
MATHEMATICS (INCL ACTUARI	1	14	10000	29243	*	*	*	1	32	10000	30345	*	*	*
PHYSICS	+	2	+	33995				+	11	+	30560			
POLYMER	+	7	+	37703				+	9	+	37098			
TOTALS	48	1438						94	3022					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	128	+	$42445				3	316	$31333	$44262	*	*	*
MBA--TECH	+	34	+	44693				+	96	+	48339			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	130	+	41806				+	389	+	46565			
MBA--TECH	+	43	+	46995				+	188	+	51381			
OVER 4 YEARS														
MBA--NON-TECH	+	119	+	45209				+	275	+	46451			
MBA--TECH	+	49	+	49302				+	122	+	53407			
TOTALS	+	503						3	1386					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 5/2/90 THROUGH 6/4/90

CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	6	+	$54067				+	8	+	53050			
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	2	6	$47000	45917	*	*	*	2	20	$47000	43487	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	4	+	29250				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	+	+	+				+	6	+	32167			
SOCIOLOGY	+	2	+	32502				+	2	+	32502			
SOCIAL SCIENCES	+	+	+	+				+	5	+	30600			
ENGINEERING														
AEROSPACE	+	1	+	36600				+	4	+	45398			
CHEMICAL	+	51	+	50397				1	132	48000	50570	*	*	*
CIVIL	+	6	+	43083				+	9	+	43632			
COMPUTER	+	3	+	41000				+	4	+	45000			
ELECTRICAL/ELECTRONIC	+	8	+	50275				1	33	57000	52887	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	+	9	+	51065				+	25	+	48708			
METALLURGICAL	+	2	+	41000				+	18	+	47583			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	7	+	38714				+	14	+	37971			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	5	50	47532	46123	*	*	*	5	105	47532	45393	*	*	*
GEOLOGICAL SCIENCES	+	2	+	37170				+	11	+	37145			
MATHEMATICS	+	2	+	44000				+	6	+	37833			
PHYSICS	+	2	+	41250				4	11	42492	41361	*	*	*
POLYMER	+	3	+	46333				+	7	+	46857			
TOTALS	7	164						13	433					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23325 148 30500/21000			20100 2	24600 1	24600 2			
BUSINESS ADMIN (INCL MGMT				19533 3		22200 4	27500 1	27500 3	
ECONOM & FINANCE (BANKING	27000 4			20886 7		24000 1	24000 1	27875 4	
HOTEL/RESTAURANT MGMT.							27000 1		
MANAGEMENT INFO SYSTEMS							27667 3	30500 1	
MARKETING/MARK MGMT (RESR				22100 4		18000 2	21615 4	24000 1	
COMMUNICATIONS				13200 1		11000 2	10000 1		
LETTERS (incl English, Li		15000 1							
PSYCHOLOGY					10000 1	30000 1			
SOCIOLOGY				19200 1		19200 1			
CHEMICAL									32400 1
CIVIL								29000 1	32000 1
COMPUTER							29250 2		
ELECTRICAL/ELECTRONIC						33000 1	43250 2		34275 4
INDUSTRIAL								26000 1	
MECHANICAL								31000 2	
COMPUTER SCIENCE				27360 2		28667 3	29229 17	40000 1	
ARCHITECTURAL & ENVIRONME			19200 1						24000 1
MATHEMATICS							25750 2		

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24672 31 36000/23000		22000 1			22850 5			
BUSINESS ADMIN (INCL MGMT	24298 10	23000 1	18624 3	22874 7		21473 26 33000/14400			16500 1
ECONOM & FINANCE (BANKING	22213 24 42000/18000		21767 3	23200 5		21944 9	23000 1		
HOTEL/RESTAURANT MGMT.			20200 3						
HUMAN RSRCS (incl LABOR R				23000 1	20000 1	21000 2			
MANAGEMENT INFO SYSTEMS				23000 1					
MARKETING/MARK MGMT (RESR	23825 8	19000 1	19333 3	25525 4		22961 36 28500/20000			
REAL ESTATE	21600 2								
ADVERTISING	18000 1					22500 1			
COMMUNICATIONS	22400 5		18500 2			21654 12			
JOURNALISM			10920 1			17333 3			14500 2
TEXTILES & CLOTHING						20667 3			
LETTERS (incl English, Li							27000 1		
HUMANITIES - OTHER						18000 1			
CRIMINAL JUSTICE				25000 1		17250 2			
POLITICAL SCIENCE/GOVT	22750 2			24500 1		20050 6			
PSYCHOLOGY	29000 2	15300 1		21600 1					
SOCIOLOGY	17000 1					17000 2			
ELECTRICAL/ELECTRONIC	29700 1								
INDUSTRIAL	30000 1								
ENGINEERING TECHNOLOGY						30000 1			
AGRIBUSINESS						17000 1			
COMPUTER SCIENCE	29200 2			22500 1		31000 1			

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE		LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
HEALTH SCIENCES				22800	1					
MATHEMATICS				20000	1					

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	20000 1		20000 1		22000 1	24109 5	23295 14		24000 1
BUSINESS ADMIN (INCL MGMT			26860 2	28000 1	18000 2	25250 2	20492 2		
ECONOM & FINANCE (BANKING	22267 3		26300 4			21800 5	18500 1		
HUMAN RSRCS (incl LABOR R						25700 3			
MARKETING/MARK MGMT (RESR	21500 2		23400 2						29998 2
REAL ESTATE	21375 4								
COMMUNICATIONS			22667 3						
JOURNALISM			10000 1		10000 1				
ELEMENTARY EDUCATION					16996 44 40000/10000				
PHYSICAL EDUCATION					21000 1				
SPECIAL EDUCATION					17913 9				
LETTERS (incl English, Li					15099 9	20500 1			
VISUAL & PERFORMING ARTS					15700 5				
HISTORY					18690 2				
PSYCHOLOGY						23000 1		13030 2	
SOCIOLOGY			15600 1			16000 1			
SOCIAL SCIENCES-OTHER					19800 1				
AEROSPACE & AERONAUTICAL						42639 1			
CHEMICAL				36516 1		33240 1	30660 2		
CIVIL		30000 1		33250 2		25600 1	27194 15		
ELECTRICAL/ELECTRONIC				33200 2		25255 13			20000 1
INDUSTRIAL			32200 1			30840 5			
MECHANICAL						25630 8	25343 1		

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MINING (INCL GEOLOGICAL)							25160 1		
COMPUTER SCIENCE			35000 1			20548 4			
HEALTH SCIENCES									18000 1
NURSING									32000 1
BIOLOGICAL		16000 1							
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					20029 3				

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	23000 2				26215 4			25000 4	30000 1
BUSINESS ADMIN (INCL MGMT					26480 13		25000 1	28817 6	27188 8
ECONOM & FINANCE (BANKING					25690 2				25800 2
MARKETING/MARK MGMT (RESR							28000 1		26687 12
COMMUNICATIONS									24152 2
FOREIGN LANGUAGES			15225 1						
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						29868 2			
PSYCHOLOGY			15600 1						
AEROSPACE & AERONAUTICAL					30688 10				
BIOENGINEERING & BIOMEDIC									28500 3
CHEMICAL							20000 1		35708 10
CIVIL								31500 2	
ELECTRICAL/ELECTRONIC					30129 14				34440 1
INDUSTRIAL					32020 5		31000 1		29501 2
MECHANICAL					31025 12		29700 4	36000 1	
ENGINEERING TECHNOLOGY					28542 13			24300 2	
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS									28800 1
COMPUTER SCIENCE					30333 6			28128 1	32200 2
BIOLOGICAL									22000 1

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	26604	5	29800	1									18000	1			26456	6
BUSINESS ADMIN (INCL MGMT	23543	7	22200	4	28200	5	22500	1									28842	9
ECONOM & FINANCE (BANKING	24800	5	22340	2	22300	3											25000	5
HOTEL/RESTAURANT MGMT.																	27000	1
MANAGEMENT INFO SYSTEMS	32400	1																
MARKETING/MARK MGMT (RESR	24967	6	21720	2	20600	7	23901	3	21000	1							25600	5
ADVERTISING					18500	1												
COMMUNICATIONS			22200	1	13333	3												
JOURNALISM					24000	1												
POLITICAL SCIENCE/GOVT					24000	1												
BIOENGINEERING & BIOMEDIC	27500	1																
CHEMICAL															36000	1	37000	3
CIVIL			30132	1														
COMPUTER	33000	1	31500	1													31700	1
ELECTRICAL/ELECTRONIC	30865	11	27626	5														
INDUSTRIAL	31901	2			34600	1											33000	1
MECHANICAL	31200	1	33000	1													35900	1
MINING (INCL GEOLOGICAL)											30000	1						
ENGINEERING TECHNOLOGY	30453	2			35000	1											33996	1
COMPUTER SCIENCE	30728	10															34500	1
INFORMATION SCIENCES & SY	35520	1													32000	1		
BIOLOGICAL					13500	1												
MATHEMATICS			31500	1														

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT							24411 8
ECONOM & FINANCE (BANKING			23333 3				
MANAGEMENT INFO SYSTEMS					15360 1		
MARKETING/MARK MGMT (RESR	19000 1			25000 1	19010 2		32667 3
COMMUNICATIONS							23741 3
JOURNALISM					16600 1		
LETTERS (incl English, Li	15000 1						
POLITICAL SCIENCE/GOVT					15000 1		
CHEMICAL							33000 1
CIVIL							24840 1
ELECTRICAL/ELECTRONIC							29583 6
MECHANICAL							31000 2
COMPUTER SCIENCE							33600 1
ARCHITECTURAL & ENVIRONME							24996 1
BIOLOGICAL							27000 1
CHEMISTRY							14000 1
OTHER PHYSICAL & EARTH SC					22000 1		

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23422 152 30500/21000	15000 1		20322 18	17300 2	20708 13	23451 11	27611 9	
BACHELOR - TECHNICAL			19200 1	27360 2		29750 4	30148 23 53500/25000	31400 5	32214 7

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23549 86 48000/18000	19100 3	19356 16	23587 21 43200/20000	20000 1	21683 108 33000/17000	25000 2		15167 3
BACHELOR - TECHNICAL	29525 4			21767 3		26000 3			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	21530 10		22809 14	28000 1	16928 75 40000/10000	23147 18	22683 17	13030 2	27999 3
BACHELOR - TECHNICAL		23000 2	33600 2	33883 5	20022 4	26401 33 42639/21201	27355 19		23333 3

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	23000 2	26000 1	15413 2		26341 19	29868 2	26500 2	27290 10	26706 25 32400/24504
BACHELOR - TECHNICAL					30199 61 35000/28000		28300 6	29288 6	32561 20 46000/28000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25168 24 33500/19000	22892 10	21838 21 35000/16400	23551 4	21000 1		18000 1		26858 26 40000/24360
BACHELOR - TECHNICAL	30991 29 36000/28000	29362 9	27700 3			30000 1		34000 2	35012 8

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		23333 3	25000 1	16996 5		25969 16
BACHELOR - TECHNICAL					22000 1		28353 14

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23384 154 30500/21000	24566 65 36000/20048	15000 1		24600 1				24181 14
BUSINESS ADMIN (INCL MGMT	17800 2	22080 1	23000 1				32000 1		27495 4
ECONOM & FINANCE (BANKING		22950 10	22000 2	17300 2	24067 3				25662 22 42000/20000
MARKETING/MARK MGMT (RESR		24667 3	20500 2	19000 1					25800 2
REAL ESTATE		25200 1							
COMMUNICATIONS		28000 1	13200 1						

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT		25000 2	22280 4	12000 1				16500 1	
ECONOM & FINANCE (BANKING	18400 3	24500 3	24500 1						
HUMAN RSRCS (incl LABOR R			23000 1						
MANAGEMENT INFO SYSTEMS			23000 1						
MARKETING/MARK MGMT (RESR	24000 1	30600 2	21900 1	20000 1				18667 3	
REAL ESTATE	18000 1								
ADVERTISING	18000 1								
JOURNALISM								13460 2	13000 1
LETTERS (incl English, Li					15000 1				
CRIMINAL JUSTICE		25000 1							
HISTORY					17500 1				
POLITICAL SCIENCE/GOVT	20400 2		24500 1						
PSYCHOLOGY	10000 1	21600 1							
CHEMICAL							20000 1		
ELECTRICAL/ELECTRONIC									30720 1
COMPUTER SCIENCE			22500 1						
HEALTH SCIENCES			22800 1						
ARCHITECTURAL & ENVIRONME				24996 1					
MATHEMATICS		20000 1							

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									23040 2
BUSINESS ADMIN (INCL MGMT		29415 13	27285 14	21040 3		25292 13	24923 22 36000/19800		
ECONOM & FINANCE (BANKING		18067 3					21755 11		22167 3
HOTEL/RESTAURANT MGMT.		27000 1							
HUMAN RSRCS (incl LABOR R							18000 1		
MARKETING/MARK MGMT (RESR	23040 1	25560 6	24500 3	29750 2			24494 39 40000/18000		
REAL ESTATE							24000 2		
ADVERTISING							20500 2		
COMMUNICATIONS		19500 2	27000 1		30000 1		19210 13		22000 1
JOURNALISM		20000 1					24000 1		
LETTERS (incl English, Li	15000 1	20500 1		27000 1					
HUMANITIES - OTHER				18000 1					
CRIMINAL JUSTICE			13000 1						
POLITICAL SCIENCE/GOVT		23500 2					27079 3		
PSYCHOLOGY							29000 2		
SOCIOLOGY							19200 1		
BIOENGINEERING & BIOMEDIC							28000 2		
COMPUTER					31500 1				
INDUSTRIAL		33000 1					29501 2		
AGRIBUSINESS							22900 2		
BIOLOGICAL							27000 1		
OTHER PHYSICAL & EARTH SC							22000 1		

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT							35000 1		
ECONOM & FINANCE (BANKING	27000 4								
AEROSPACE & AERONAUTICAL							29100 1		
BIOENGINEERING & BIOMEDIC						27500 1			
CHEMICAL							32400 1		
CIVIL							31650 2	32718 2	
ELECTRICAL/ELECTRONIC							27653 6	33400 1	30396 1
INDUSTRIAL							31901 2		31800 3
MECHANICAL							29917 6		31511 4
ENGINEERING TECHNOLOGY							30680 1		31113 3

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	27500 1								16224 1
ECONOM & FINANCE (BANKING	27000 1								23000 1
AEROSPACE & AERONAUTICAL		29000 1			30000 1	31200 1		31327 3	34060 4
BIOENGINEERING & BIOMEDIC									29500 1
CHEMICAL							35560 18	34800 1	32200 2
CIVIL		30132 1						26768 3	27676 16
COMPUTER	29250 2			33000 1					
ELECTRICAL/ELECTRONIC	32446 5	30523 6	42350 2	20000 1	24000 1	29600 2	26509 3	32803 5	28853 24 34440/24000
INDUSTRIAL	30000 1					32157 7	26000 1		32800 2
MECHANICAL	31750 2		31200 1	30000 1	30000 1			30933 3	28110 14
MINING (INCL GEOLOGICAL)									27580 2
ENGINEERING TECHNOLOGY								29800 7	27989 7
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER SCIENCE	30040 5		30267 6					34000 1	28160 3
CHEMISTRY							14000 1		
MATHEMATICS						26500 1			

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
MARKETING/MARK MGMT (RESR	33996 1								
PSYCHOLOGY	13030 2								
ELECTRICAL/ELECTRONIC							20000 1		
HEALTH SCIENCES	18000 1								
NURSING				32000 1					

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1		15000 1	
ECONOM & FINANCE (BANKING						31000 1		22000 1	
HUMAN RSRCS (incl LABOR R	16300 1								
MANAGEMENT INFO SYSTEMS					35000 1	26750 2	28700 2		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
FOREIGN LANGUAGES				15225 1					
LETTERS (incl English, Li	25000 1								
PSYCHOLOGY		15600 1							
SOCIOLOGY		16000 1							
COMPUTER					31700 1				
MECHANICAL						35000 1			
COMPUTER SCIENCE					29058 17	28720 8	30008 12		
INFORMATION SCIENCES & SY						33760 2			
MATHEMATICS					31500 1	25000 1			

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24600 2					
BUSINESS ADMIN (INCL MGMT		23700 5	19877 5	21631 32 29120/18000					
ECONOM & FINANCE (BANKING		25825 4		21542 19					
HOTEL/RESTAURANT MGMT.				21900 4					
HUMAN RSRCS (incl LABOR R			26933 3	24000 1					
MANAGEMENT INFO SYSTEMS				15360 1					
MARKETING/MARK MGMT (RESR		18000 2	21000 1	22690 40 28800/19000					
REAL ESTATE		19500 1					18000 1		
COMMUNICATIONS				19561 14				21000 1	
JOURNALISM				14650 4					10000 1
ELEMENTARY EDUCATION									16996 44 40000/10000
PHYSICAL EDUCATION									21000 1
SPECIAL EDUCATION									17913 9
TEXTILES & CLOTHING				20667 3					
LETTERS (incl English, Li		10000 1							14413 7
VISUAL & PERFORMING ARTS									15700 5
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		19880 1
POLITICAL SCIENCE/GOVT				19100 5					
PSYCHOLOGY				22767 3					
SOCIOLOGY				17160 5					
SOCIAL SCIENCES-OTHER									19800 1
CIVIL				27000 1					

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ELECTRICAL/ELECTRONIC		29700 1		33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY		19200 1		31800 1					
ARCHITECTURAL & ENVIRONME	19200 1	24000 1							
BIOLOGICAL							13500 1	19000 2	
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									20029 3

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23312 156 30500/21000	24390 81 36000/20048	19457 7	17867 3	24200 4		32000 1		25349 42 42000/20800
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18444 9	25700 9	22891 9	16000 2	16250 2			16570 6	13000 1
BACHELOR - TECHNICAL		20000 1	22650 2	24996 1			20000 1		30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	25637 29 40000/19000	26078 19	23946 7	30000 1	25692 13	23526 97 48000/17000		22430 6
BACHELOR - TECHNICAL		33000 1			31500 1		26225 8		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4						35000 1		
BACHELOR - TECHNICAL						27500 1	29721 19	32945 3	31380 11

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27250 2								19612 2
BACHELOR - TECHNICAL	30962 15	30284 8	33056 9	27667 3	28000 3	31091 11	32785 21 46000/31800	30804 23 35000/28000	28791 76 42639/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21539 4								
BACHELOR - TECHNICAL	18000 1			32000 1			20000 1		

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	20650 2	15800 2		15225 1	24700 2	26100 5	28700 2	18500 2	
BACHELOR - TECHNICAL					29326 19	29773 12	30008 12		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		22100 13	22354 9	21275 134 30000/16000			22000 2	21000 1	16799 69 40000/10000
BACHELOR - TECHNICAL	19200 1	24725 4		30600 3			13500 1	19000 2	20022 4

AVERAGE SALARY OFFERS JULY 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 6/4/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	38000 1			25200 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		29000 1							
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 4, 1990, through August 9, 1990) and cumulatively (September 1, 1989, and August 9, 1990).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	191	1098	$24919	$25975	$27000	$23500	$22800	430	5438	$24258	$26391	$27000	$23500	$21600
BUSINESS ADMIN (INCL MGMT	111	611	24220	23965	28000	24000	19500	241	1874	24246	23529	29725	24000	19000
DISTRIBUTION MANAGEMENT	1	35	20000	24458	*	*	*	1	108	20000	25079	*	*	*
ECONOM & FINANCE (BANKING	59	590	24004	25266	27000	23500	20400	153	2472	23516	25184	27500	23500	19000
HOTEL/RESTAURANT MGMT.	68	89	20813	20484	22500	20650	19200	73	209	20958	20752	22500	20800	19200
HUMAN RSRCS (incl LABOR R	2	36	33500	22885	*	*	*	9	140	25456	23101	*	*	*
MANAGEMENT INFO SYSTEMS	10	124	28292	27176	*	*	*	17	599	27481	27428	*	*	*
MARKETING/MARK MGMT (RESR	61	443	24012	23874	28000	24000	19500	174	1979	23747	23543	28800	24000	19000
REAL ESTATE	3	5	25765	25259	*	*	*	9	29	22888	24509	*	*	*
COMMUNICATIONS														
ADVERTISING	4	39	19000	20981	*	*	*	7	104	19286	20742	*	*	*
COMMUNICATIONS	15	102	22490	21271	*	*	*	50	366	20822	21002	28000	20500	12000
JOURNALISM	7	31	22583	21096	*	*	*	17	134	18271	19488	*	*	*
TELECOMMUN/BROADCASTING	1	8	24000	19892	*	*	*	1	73	24000	20413	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	18	224	23180.	18689	*	*	*	62	598	18791	18974	25000	19785	10000
PRE-ELEMENTARY EDUCATION	+	12	+	18356				+	39	+	17507			
PHYSICAL EDUCATION	1	23	20610	20918	*	*	*	2	67	20805	19904	*	*	*
SPECIAL EDUCATION	7	37	21846	21843	*	*	*	16	123	19633	20433	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	8	+	21020				+	20	+	19383			
TEXTILES & CLOTHING	+	11	+	18823				3	144	20667	20662	*	*	*
MERCHANDISING MANAGEMENT	+	41	+	19113				+	94	+	19496			
HUMANITIES														
FOREIGN LANGUAGES	1	38	17280	24058	*	*	*	2	76	16253	23607	*	*	*
LETTERS (incl English, Li	9	105	20261	22533	*	*	*	22	262	17988	21566	24000	18600	10000
VISUAL & PERFORMING ARTS	2	51	22983	20757	*	*	*	7	119	17781	20588	*	*	*
HUMANITIES - OTHER	6	61	17891	22453	*	*	*	7	165	17906	23213	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	26	+	21501				3	57	19833	20745	*	*	*
HISTORY	1	65	10000	22860	*	*	*	4	125	18345	22715	*	*	*
POLITICAL SCIENCE/GOVT	18	115	21527	23681	*	*	*	31	265	21823	23677	25776	22668	17000
PSYCHOLOGY	8	116	23519	21024	*	*	*	18	299	21539	20688	*	*	*
SOCIOLOGY	8	38	22965	20113	*	*	*	15	82	20315	20134	*	*	*
SOCIAL SCIENCES-OTHER	3	107	20992	20976	*	*	*	4	230	20694	21627	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	7	68	32407	30688	*	*	*	18	346	32020	30509	*	*	*
AGRICULTURAL	+	6	+	30458				+	59	+	30127			
ARCHITECTURAL	+	16	+	28110				+	73	+	28916			
BIOENGINEERING & BIOMEDIC	+	5	+	25698				4	52	28250	30052	*	*	*
CHEMICAL	39	417	35239	35296	37600	35400	32820	60	2290	34915	35122	37600	34900	32400
CIVIL	35	276	28801	28533	34800	28800	25434	60	1422	28617	28136	35000	28250	23808
COMPUTER	4	108	32260	32343	*	*	*	9	439	31527	31490	*	*	*
ELECTRICAL/ELECTRONIC	178	905	31507	31665	36000	32730	25343	239	3529	31049	31778	35700	32000	25000

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	1	+	$36000				+	6	+	$30019			
INDUSTRIAL	11	140	$28802	30013	*	*	*	31	995	$30346	30525	$32700	$31500	$26000
MECHANICAL	71	792	29076	31703	$33500	$29040	$23500	104	3587	29288	32064	34000	28900	25343
METALLURGICAL	5	44	30668	31589	*	*	*	5	205	30668	32235	*	*	*
MINING (INCL GEOLOGICAL)	+	4	+	28383				2	44	27580	29383	*	*	*
NUCLEAR	+	20	+	33302				+	55	+	31750			
PETROLEUM	1	20	36000	33504	*	*	*	1	158	36000	35202	*	*	*
TEXTILE	+	7	+	33026				+	10	+	33219			
ENGINEERING TECHNOLOGY	9	184	26022	29990	*	*	*	29	483	28060	29318	33000	29120	19200
INDUSTRIAL TECHNOLOGY	+	53	+	30058				1	116	28000	29235	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	17	19928	21448	*	*	*	7	123	20777	21834	*	*	*
ANIMAL SCIENCES	1	13	21600	21436	*	*	*	1	55	21600	19719	*	*	*
PLANT SCIENCES	+	4	+	19125				+	32	+	21176			
NATURAL RESOURCES	2	8	21834	20032	*	*	*	2	24	21834	19058	*	*	*
OTHER AGRICULTURAL SCIENC	1	7	33000	26829	*	*	*	1	56	33000	24411	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	61	362	31770	30012	36000	32500	25000	114	1382	30654	29804	35000	31950	24000
COMPUTER PROGRAMMING	1	16	33000	26526	*	*	*	1	86	33000	28223	*	*	*
INFORMATION SCIENCES & SY	1	112	35700	29147	*	*	*	3	457	34407	28631	*	*	*
SYSTEMS ANALYSIS	+	3	+	25669				+	17	+	30556			
HEALTH SCIENCES														
ALLIED HEALTH	+	53	+	28219				+	137	+	27436			
HEALTH SCIENCES	1	12	34112	21561	*	*	*	3	40	24971	20827	*	*	*
NURSING	+	126	+	28330				1	246	32000	28270	*	*	*
PHARMACY	1	47	29368	36811	*	*	*	1	86	29368	36728	*	*	*
SCIENCES														
ACTUARIAL	+	14	+	30757				+	78	+	28267			
ARCHITECTURAL & ENVIRONME	12	27	27838	24947	*	*	*	15	106	26817	25125	*	*	*
BIOLOGICAL	4	46	24250	22283	*	*	*	8	108	21938	21800	*	*	*
CHEMISTRY	2	45	28910	25753	*	*	*	3	152	23940	27494	*	*	*
GEOLOGY & GEOLOGICAL SCI	1	4	20800	25200	*	*	*	2	29	20400	23463	*	*	*
MATHEMATICS	12	103	29665	27883	*	*	*	19	357	27319	27032	*	*	*
PHYSICS	5	16	28660	28179	*	*	*	5	58	28660	29157	*	*	*
OTHER PHYSICAL & EARTH SC	+	9	+	21009				1	18	22000	21044	*	*	*
POLYMER SCIENCE	+	2	+	31560				+	8	+	32066			
TEXTILE SCIENCE	+	6	+	27453				+	30	+	26979			
TOTALS	1085	8407						2128	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	164	779	$24129	$26347	$27000	$23500	$22500	320	4114	$23731	$26824	$27000	$23200	$21500
ACCOUNTING (PRIVATE)	59	365	25808	25293	28000	26500	21000	140	1486	24988	25273	28000	25500	20400
COMMERCIAL BANKING (CNSMR	6	54	22917	23914	*	*	*	13	279	21054	21915	*	*	*
COMMERCIAL BANKING (LENDG	3	37	23000	25302	*	*	*	6	302	20433	24171	*	*	*
INVESTMT BANKING (CORP FN	9	44	26810	29555	*	*	*	13	124	26007	29065	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24335				+	19	+	26534			
INVESTMT BANKG (REAL EST)	1	5	30000	25525	*	*	*	2	19	31000	25358	*	*	*
INVESTMT BANKG (SALES & T	+	8	+	22662				+	36	+	23226			
FINANCIAL/TREASURY ANALYS	15	190	24110	25976	*	*	*	57	774	25023	26692	28500	25500	20000
PORTFOLIO MGMT/BROKERAGE	3	18	21933	22394	*	*	*	12	90	19317	23430	*	*	*
UNDERWRITING	2	55	21900	25135	*	*	*	12	212	24592	24012	*	*	*
INSURANCE - CLAIMS	17	75	21994	21879	*	*	*	28	191	22329	22456	24500	22900	20000
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	2	14	17750	18098	*	*	*	5	39	18499	20370	*	*	*
MEDIA PLANNING	1	10	15000	18548	*	*	*	3	31	15833	19795	*	*	*
REPORTING	+	9	+	16444				+	30	+	16517			
PRODUCTION	2	14	19000	24200	*	*	*	3	67	19333	25338	*	*	*
PUBLIC RELATIONS	4	38	20999	20413	*	*	*	10	114	18342	20322	*	*	*
WRITING / EDITING	1	47	28000	21822	*	*	*	3	112	23907	19972	*	*	*
MARKETING														
ADVERTISING	4	40	23000	23681	*	*	*	6	104	21673	21927	*	*	*
BRAND/PRODUCT MANAGEMENT	10	68	25029	26393	*	*	*	40	276	25669	25442	33000	26000	18000
BUYER/MERCHANDISING	5	94	24335	23302	*	*	*	24	551	25715	23021	30000	27500	20492
DISTRIBUTION	5	40	23320	26430	*	*	*	12	158	23685	26152	*	*	*
MARKET RESEARCH	13	59	26338	24320	*	*	*	15	135	26927	25128	*	*	*
PURCHASING	1	15	28000	25413	*	*	*	14	69	25857	24204	*	*	*
SALES	65	588	23385	24475	29000	24000	18000	170	2171	23599	24719	30000	24000	17000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	24	18000	21392	*	*	*	1	62	18000	21236	*	*	*
FINANC,TAXA, MONETARY POL	8	33	25136	23768	*	*	*	14	102	23976	23017	*	*	*
ECONOMIC PROGRAMS	+	12	+	21721				4	28	27000	24373	*	*	*
LAW ENFORCEMENT	+	34	+	22336				+	67	+	24037			
MILITARY	8	35	23650	22925	*	*	*	8	133	23650	22375	*	*	*
NATIONAL SECURITY	2	6	21096	22133	*	*	*	2	15	21096	24459	*	*	*
URBAN / REGIONAL PLANNING	4	16	26010	21773	*	*	*	4	33	26010	23546	*	*	*
ENGINEERING														
BIOENGINEERING	1	46	32000	33374	*	*	*	2	107	29750	33193	*	*	*
DESIGN / CONSTRUCT	60	475	30877	30675	34500	31160	26252	80	2007	30654	30096	35000	31000	26252
ENVIRONMENTAL/SANITATION	6	55	28235	29174	*	*	*	9	261	29805	29334	*	*	*
MANUFACTURING/INDUSTRIAL	30	526	32562	31724	35340	32425	30000	41	2160	32245	31948	35000	32200	30000
SYSTEMS / PROGRAMMING	14	88	30119	31039	*	*	*	31	460	30342	31078	34200	30160	27000
POWER SYSTEMS	10	95	30236	31662	*	*	*	18	486	30257	31720	*	*	*
SOFTWARE DESIGN & DEVELOP	24	156	32646	32064	36900	33330	28500	33	503	32758	31802	36900	32400	28500
HARDWARE DESIGN & DEVELOP	42	123	32920	31853	33000	32820	32820	45	417	32570	32303	33000	32820	32820

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	14	111	$29545	$32109	*	*	*	17	689	$29272	$32283	*	*	*
TESTING	3	55	25901	29755	*	*	*	14	298	29979	30205	*	*	*
PROCESS ENGINEERING	34	279	34866	35339	$37400	$35566	$30000	55	1669	34071	35045	$37020	$34800	$30000
PROJECT ENGINEERING	25	253	33589	31818	37440	33000	29520	48	1383	32255	32130	36000	32550	28200
OTHER ENGINEERING	101	718	29340	31291	34034	30000	25000	179	2835	28998	31333	34320	28800	23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	7	+	19788				5	38	20831	22109	*	*	*
INDUSTRIAL HYGIENE	+	22	+	29409				+	23	+	28826			
MEDICAL TECHNOLOGY	+	14	+	25269				+	40	+	23950			
NURSES / PERSONAL CARE	+	126	+	28425				1	246	32000	28200	*	*	*
OCCUPATIONAL THERAPY	+	9	+	24933				+	28	+	25644			
PHARMACIST	1	42	29368	36674	*	*	*	1	68	29368	37466	*	*	*
PHYSICAL THERAPY	+	18	+	29180				1	60	20000	29309	*	*	*
RESPIRATORY THERAPY	+	3	+	23200				+	11	+	25030			
OTHER HEALTH RELATED	2	50	29056	22964	*	*	*	2	106	29056	21842	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	5	19	27680	22583	*	*	*	7	56	25671	19827	*	*	*
COUNSELING	+	46	+	16385				2	102	15800	16658	*	*	*
FUNDRAISING / DEVELOPMENT	+	19	+	17893				+	35	+	16930			
SOCIAL WORK	+	40	+	16994				1	82	15225	17313	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	37	288	31562	28696	33400	32820	27600	58	1232	30593	28589	33400	32400	26880
INFORMATION SYSTEMS	11	135	31512	28913	*	*	*	28	608	29800	28262	35000	30750	23000
SYSTEMS ANALYSIS & DESIGN	15	201	29793	29333	*	*	*	29	689	29807	29539	36000	30000	20500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	28	+	30740				2	123	18500	30222	*	*	*
AGRICULTURE/NAT'L RESOURC	4	32	17260	19888	*	*	*	4	162	17260	20122	*	*	*
ARCHITECTURE	2	12	20880	22980	*	*	*	3	35	20320	21993	*	*	*
CONSULTING	35	229	24220	28351	29900	23500	21500	52	987	23729	28679	30000	23500	21500
HUMAN RESRCS /INDUS RELS	6	49	30033	22568	*	*	*	15	172	25426	23233	*	*	*
MANAGEMENT TRAINEE	151	723	22220	22257	27000	22000	19000	288	2459	21867	22269	27000	21700	18000
MATH/STATISTICIANS	3	20	30873	26909	*	*	*	3	49	30873	25451	*	*	*
PARALEGAL	1	31	26000	22006	*	*	*	1	61	26000	20908	*	*	*
RESEARCHERS NON-TECHNICAL	2	16	23500	25456	*	*	*	5	47	20900	22480	*	*	*
RESEARCHERS - TECHNICAL	3	27	27000	28073	*	*	*	6	80	23333	27896	*	*	*
TEACHING	28	392	22633	19634	25500	22000	18900	101	1027	18544	19353	23000	19880	10000
TOTALS	1085	8407						2128	33844					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	83	$23500	$29484	*	*	*	3	365	$27433	$29647	*	*	*
MBA--NON-TECH	4	228	32775	36009	*	*	*	8	798	30913	36175	*	*	*
MBA--TECH	+	49	+	36349				+	174	+	37737			
MS-BUSINESS	1	3	34000	27753	*	*	*	22	58	30407	34347	$36000	$30000	$24000
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	9	31	36425	32530	*	*	*	11	246	34090	36812	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	1	15	38000	30646	*	*	*	3	72	30682	31487	*	*	*
MANAGEMENT INFORMATION SY	1	3	26000	29700	*	*	*	7	49	33314	33739	*	*	*
MARKETING/MKTNG MGT (RESE	3	11	36500	32109	*	*	*	3	90	36500	35440	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	2	+	24000				+	2	+	24000			
COMMUNICATIONS	5	9	29360	29422	*	*	*	10	17	27060	27602	*	*	*
JOURNALISM	+	+	+	+				+	2	+	24500			
EDUCATION														
EDUCATION ADMINISTRATION	1	16	25500	24987	*	*	*	2	30	25950	25698	*	*	*
ELEMENTARY EDUCATION	9	12	23848	24005	*	*	*	15	36	23727	22893	*	*	*
PHYSICAL EDUCATION	+	5	+	23598				+	11	+	27508			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	2	10	26968	24141	*	*	*	8	37	23694	22798	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	24350			
LETTERS	2	5	23000	24920	*	*	*	2	9	23000	22400	*	*	*
VISUAL & PERFORMING ARTS	+	2	+	27802				2	9	21000	25399	*	*	*
HUMANITIES - OTHER	+	1	+	30000				+	3	+	24333			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	1	1	25000	25000	*	*	*	1	2	25000	22500	*	*	*
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	17	+	23055				+	47	+	24169			
SOCIOLOGY	+	+	+	+				+	3	+	20500			
SOCIAL SCIENCES - OTHER	3	17	31667	27713	*	*	*	3	26	31667	26536	*	*	*

continued

WCPA REGIONAL Report No. 6 SEPTEMBER 1990
(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	15	28	$36493	$37713	*	*	*	15	86	$36493	$36114	*	*	*
AGRICULTURAL	+	2	+	41448				+	8	+	37700			
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	4	+	36500			
CHEMICAL	3	19	37333	36512	*	*	*	4	152	40498	37862	*	*	*
CIVIL	2	50	32000	32770	*	*	*	3	242	34165	32366	*	*	*
COMPUTER	+	24	+	37496				+	55	+	35748			
ELECTRICAL/ELECTRONIC	29	114	38903	37907	$41000	$39000	$36000	48	405	38312	37526	$42300	$38450	$34300
INDUSTRIAL	5	17	35260	33031	*	*	*	7	87	35614	35362	*	*	*
MECHANICAL	17	98	34286	35346	*	*	*	23	346	35579	36506	40000	36000	30000
METALLURGICAL	1	9	37500	36878	*	*	*	1	38	37500	36792	*	*	*
MINING & MINERAL	+	2	+	45000				+	7	+	39626			
NUCLEAR	+	1	+	38400				+	19	+	36728			
PETROLEUM	+	3	+	41400				+	29	+	38412			
TEXTILE	+	2	+	33510				+	2	+	33510			
HEALTH SCIENCES														
ALLIED HEALTH	2	2	19500	19500	*	*	*	2	13	19500	25696	*	*	*
HEALTH SCIENCES	+	+	+	+				+	9	+	20402			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	17252				+	13	+	22839			
ARCHITECTURAL & ENVIRONME	+	3	+	23885				+	11	+	26905			
BIOLOGICAL	1	5	15000	22360	*	*	*	1	13	15000	27279	*	*	*
CHEMISTRY	1	2	38820	36660	*	*	*	1	23	38820	32320	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	16	99	40351	37175	*	*	*	23	266	39092	36849	43500	38040	35000
SCIENCES														
GEOLOGY & RELATED GEOLOGI	3	10	29433	34086	*	*	*	3	63	29433	33644	*	*	*
MATHEMATICS (INCL ACTUARI	2	13	34300	29390	*	*	*	3	45	26200	30069	*	*	*
PHYSICS	1	1	41600	41600	*	*	*	1	12	41600	31480	*	*	*
POLYMER	+	+	+	+				+	9	+	37098			
TOTALS	141	1026						235	4048					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/4/90 THROUGH 8/9/90

CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

GRADUATE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	5	81	$27500	$39595	*	*	*	8	397	$28938	$43310	*	*	*
MBA--TECH	+	19	+	47446				+	115	+	48191			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	64	+	40320				+	453	+	45683			
MBA--TECH	+	46	+	46161				+	234	+	50355			
OVER 4 YEARS														
MBA--NON-TECH	+	66	+	43515				+	341	+	45883			
MBA--TECH	+	49	+	46586				+	171	+	51452			
TOTALS	5	325						8	1711					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/4/90 THROUGH 8/9/90							CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	5	17	$60360	$55606	*	*	*	5	25	$60360	54788	*	*	*
ECONOMICS	+	+	+	+				+	3	+	44000			
EDUCATION														
EDUCATION ADMINISTRATION	+	23	+	46128				2	43	47000	44900	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	6	+	30340			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	1	+	28000				+	2	+	26000			
PSYCHOLOGY	1	7	51500	35857	*	*	*	1	13	51500	34154	*	*	*
SOCIOLOGY	+	2	+	32502				+	4	+	32502			
SOCIAL SCIENCES	1	5	29000	37800	*	*	*	1	10	29000	34200	*	*	*
ENGINEERING														
AEROSPACE	1	2	52000	56000	*	*	*	1	6	52000	48932	*	*	*
CHEMICAL	12	45	50828	50392	*	*	*	13	177	50611	50524	*	*	*
CIVIL	1	11	60000	45177	*	*	*	1	20	60000	44481	*	*	*
COMPUTER	+	11	+	52536				+	15	+	50526			
ELECTRICAL/ELECTRONIC	19	51	55223	53315	*	*	*	20	84	55312	53147	$65000	$55600	$50000
INDUSTRIAL ENGINEERING	+	+	+	+				+	2	+	51500			
MECHANICAL	6	15	52000	51853	*	*	*	6	40	52000	49887	*	*	*
METALLURGICAL	2	12	49200	46867	*	*	*	2	30	49200	47296	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	2	+	45500				+	16	+	38912			
BIOLOGICAL	2	2	32500	32500	*	*	*	2	2	32500	32500	*	*	*
CHEMISTRY	15	40	45291	45258	*	*	*	20	145	45852	45356	50000	44450	42510
GEOLOGICAL SCIENCES	3	3	41267	41267	*	*	*	3	14	41267	38028	*	*	*
MATHEMATICS	4	5	52505	48704	*	*	*	4	11	52505	42775	*	*	*
PHYSICS	3	6	42167	41717	*	*	*	7	17	42353	41486	*	*	*
POLYMER	+	1	+	45000				+	8	+	46625			
TOTALS	75	261						88	694					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23826 255 31800/22000			21900 6	24600 1	24600 2		21500 1	
BUSINESS ADMIN (INCL MGMT	23650 16			20525 4		22200 4	27500 1	24500 6	
ECONOM & FINANCE (BANKING	26500 5			21200 12	23500 1	24000 1	24000 1	27100 5	
HOTEL/RESTAURANT MGMT.							27000 1		
MANAGEMENT INFO SYSTEMS				28000 1			27000 4	30500 1	
MARKETING/MARK MGMT (RESR				22100 4		19800 5	21910 6	22750 2	
ADVERTISING		22000 1					12000 1		
COMMUNICATIONS				13200 1	25000 1	11000 2	10000 1		
JOURNALISM		15600 1				20000 1			
LETTERS (incl English, Li		15000 1							
POLITICAL SCIENCE/GOVT						17000 1			
PSYCHOLOGY					16750 2	30000 1			
SOCIOLOGY				19200 1		19200 1			
SOCIAL SCIENCES-OTHER		20000 1							
CHEMICAL									33700 2
CIVIL								29260 2	28649 6
COMPUTER						32400 1	29833 3		
ELECTRICAL/ELECTRONIC	32000 1					34000 4	33100 9	35000 1	32157 7
INDUSTRIAL								26000 1	
MECHANICAL							33200 2	30667 3	
ENGINEERING TECHNOLOGY									29067 3
COMPUTER SCIENCE				27930 4		29950 4	29675 24 44520/24000	50000 2	
INFORMATION SCIENCES & SY							35700 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 1 - PAGE 2

BY CURRICULUM/EMPLOYER

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ARCHITECTURAL & ENVIRONME			21615 4					27000 1	24000 1
MATHEMATICS							29583 6		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24633 61 36000/22980		22000 1	20400 1		23376 6			19500 2
BUSINESS ADMIN (INCL MGMT	23224 24 36000/16800	23000 1	18973 4	23080 14		22338 53 33000/18000			16500 1
ECONOM & FINANCE (BANKING	22998 45 42000/18000		21767 3	23313 8		22136 11	23000 1		
HOTEL/RESTAURANT MGMT.		21750 2	20683 65 29000/19200						
HUMAN RSRCS (incl LABOR R				23000 1	20000 1	21000 2			
MANAGEMENT INFO SYSTEMS				25000 4					
MARKETING/MARK MGMT (RESR	23044 9	19000 1	20500 4	23100 11		23098 48 28500/19500			
REAL ESTATE	21600 2								
ADVERTISING	18000 1					22500 1			
COMMUNICATIONS	22400 5	18000 1	18500 2			20772 16			40000 1
JOURNALISM			10920 1			20200 5			14500 2
TEXTILES & CLOTHING						20667 3			
FOREIGN LANGUAGES						17280 1			
LETTERS (incl English, Li						20500 2	27000 1		
HUMANITIES - OTHER		10500 1	14496 2			18000 1			
CRIMINAL JUSTICE				25000 1		17250 2			
POLITICAL SCIENCE/GOVT	19967 3			21250 2	26000 1	20608 12			
PSYCHOLOGY	29000 2	15300 1		21600 1		20600 1			27600 1
SOCIOLOGY	17000 1			22875 4		18750 4			
SOCIAL SCIENCES-OTHER				17200 1					
ELECTRICAL/ELECTRONIC	23275 8			32000 1					
INDUSTRIAL	25750 2			33000 1					
MECHANICAL	22300 5								

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
METALLURGICAL	21500 1								
ENGINEERING TECHNOLOGY						30000 1			
AGRIBUSINESS						17000 1			
COMPUTER SCIENCE	30133 3			23833 3		26750 2			
HEALTH SCIENCES				22800 1					
MATHEMATICS				22500 3					

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	20000 1		20000 1	25000 1	24000 2	26461 9	23820 18		24000 1
BUSINESS ADMIN (INCL MGMT			23930 4	27000 3	18000 2	24819 3	20492 2		
DISTRIBUTION MANAGEMENT			20000 1						
ECONOM & FINANCE (BANKING	23200 4		26300 4		17000 1	21800 5	19750 2	20000 1	
HOTEL/RESTAURANT MGMT.			20000 1						
HUMAN RSRCS (incl LABOR R				33000 1		25700 3			
MARKETING/MARK MGMT (RESR	21500 2		22267 3			21996 1	32500 2		29998 2
REAL ESTATE	23100 5					16300 1			
COMMUNICATIONS			23300 5						
JOURNALISM			10000 1		10000 1	21480 1			
ELEMENTARY EDUCATION			50000 1		18280 61 40000/10000				
PHYSICAL EDUCATION					21000 1	20610 1			
SPECIAL EDUCATION					19342 15				
LETTERS (incl English, Li					15509 10	20500 1	18000 1		17000 1
VISUAL & PERFORMING ARTS					17781 7				
HUMANITIES - OTHER						23126 2			
HISTORY					18690 2				
POLITICAL SCIENCE/GOVT						21990 3			
PSYCHOLOGY						21500 2		13030 2	
SOCIOLOGY			15600 1			16000 1			
SOCIAL SCIENCES-OTHER					19800 1	25776 1			
AEROSPACE & AERONAUTICAL						42639 1			
CHEMICAL				36516 1		33240 1	32349 4		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
CIVIL		29400 2	21870 2	31833 3		25298 7	28815 23 36000/23808		19068 1
ELECTRICAL/ELECTRONIC				32063 8		25651 33 33700/21201			25498 2
INDUSTRIAL			32200 1			29367 6			
MECHANICAL				27252 1		25776 24 32400/24000	25343 1		
MINING (INCL GEOLOGICAL)							25160 1		
NATURAL RESOURCES						14000 1			
COMPUTER SCIENCE			27750 2	34038 4		20548 4	28500 1		
HEALTH SCIENCES									18000 1
NURSING									32000 1
PHARMACY						29368 1			
ARCHITECTURAL & ENVIRONME							29400 2		
BIOLOGICAL		21667 3						23000 1	25000 1
GEOLOGY & GEOLOGICAL SCI				20800 1	20000 1				
MATHEMATICS		30000 1			21772 4				
PHYSICS					22400 1				

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

BY CURRICULUM/EMPLOYER

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	23000 2				26372 5			24501 6	29000 2
BUSINESS ADMIN (INCL MGMT					27052 16		25000 1	27736 11	27153 15
ECONOM & FINANCE (BANKING					24556 5				27150 4
HUMAN RSRCS (incl LABOR R							34000 1		
MANAGEMENT INFO SYSTEMS					29328 1				
MARKETING/MARK MGMT (RESR		24000 1					25000 2		26519 13
REAL ESTATE					30996 1				
COMMUNICATIONS			16500 1						26101 3
FOREIGN LANGUAGES			15225 1						
LETTERS (incl English, Li		24000 1							21000 1
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						29868 2			
PSYCHOLOGY			15600 1		24000 1				
SOCIOLOGY									29220 1
AEROSPACE & AERONAUTICAL					31378 16		31680 1		
BIOENGINEERING & BIOMEDIC									28500 3
CHEMICAL					31800 1		20000 1		35307 22 46000/33720
CIVIL					28000 1			30180 5	
ELECTRICAL/ELECTRONIC					31782 48 40040/30000		32000 1		34440 1
INDUSTRIAL					31257 11		31000 1		29501 2
MECHANICAL					30406 28 35000/28000		30341 10	33250 2	33720 1
METALLURGICAL							28620 1		
ENGINEERING TECHNOLOGY					28736 15			24300 2	

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS						25000 1			28800 1
ANIMAL SCIENCES						21600 1			
COMPUTER SCIENCE					29191 13			28128 1	32200 2
HEALTH SCIENCES					34112 1				
ARCHITECTURAL & ENVIRONME								30167 6	
BIOLOGICAL									22000 1
CHEMISTRY					27820 1				
PHYSICS					32467 3				

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26503 6	29800 1	25000 1	27000 1	19600 1	27500 1	18000 1	25300 3	27056 29 40000/26400
BUSINESS ADMIN (INCL MGMT	25248 12	22200 4	25963 8	23502 2				27500 1	29591 13
ECONOM & FINANCE (BANKING	25594 11	22340 2	23475 4	24150 1	20400 1				25590 10
HOTEL/RESTAURANT MGMT.			23000 1	22000 1					27000 1
MANAGEMENT INFO SYSTEMS	32667 3	30000 1							
MARKETING/MARK MGMT (RESR	26081 14	21634 7	23246 13	24051 4	21000 1			27000 1	25313 8
ADVERTISING	27000 1	15000 1	13500 1						
COMMUNICATIONS		22200 1	17120 5						26496 1
JOURNALISM			24000 2						
TELECOMMUN/BROADCASTING			24000 1						
LETTERS (incl English, Li				24150 1					
HISTORY	10000 1								
POLITICAL SCIENCE/GOVT			24000 2	24150 3					
PSYCHOLOGY				24150 3					
BIOENGINEERING & BIOMEDIC	27500 1								
CHEMICAL	31440 3							35092 4	36667 19
CIVIL		30132 1							34950 4
COMPUTER	32880 3	31500 1							31700 1
ELECTRICAL/ELECTRONIC	32771 64 39600/31500	31153 27 37000/30000							35607 11
INDUSTRIAL	30100 4		34600 1						33000 1
MECHANICAL	31584 5	33067 3			27000 1			30449 4	35136 5
METALLURGICAL	32820 1							35200 2	
MINING (INCL GEOLOGICAL)						30000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
PETROLEUM									36000 1
ENGINEERING TECHNOLOGY	30453 2	21749 4	35000 1						33996 1
NATURAL RESOURCES								29668 1	
COMPUTER SCIENCE	32781 35 45600/30849	30000 2	27600 1		28800 1				32760 5
COMPUTER PROGRAMMING		33000 1							
INFORMATION SCIENCES & SY	35520 1							32000 1	
BIOLOGICAL			13500 1						
MATHEMATICS	32810 2	29430 2							

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT					22668 2	25500 1	23993 13
ECONOM & FINANCE (BANKING			23333 3		22668 2		
HOTEL/RESTAURANT MGMT.							23000 1
MANAGEMENT INFO SYSTEMS					15360 1		27996 1
MARKETING/MARK MGMT (RESR	19000 1			25000 1	20229 3		30160 5
COMMUNICATIONS							21494 4
JOURNALISM					16600 1		28000 1
SPECIAL EDUCATION							24000 1
LETTERS (incl English, Li	15000 1						18000 1
HUMANITIES - OTHER							21600 1
POLITICAL SCIENCE/GOVT					18834 2		
SOCIOLOGY							22000 1
CHEMICAL							34200 2
CIVIL							26947 3
ELECTRICAL/ELECTRONIC			33000 1			31635 6	29583 6
MECHANICAL			30000 1			29644 5	30000 3
AGRIBUSINESS							18660 4
OTHER AGRICULTURAL SCIENC							33000 1
COMPUTER SCIENCE							33600 1
ARCHITECTURAL & ENVIRONME							24996 1
BIOLOGICAL							27000 1
CHEMISTRY							22000 2

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MATHEMATICS						32500 1	
PHYSICS						23500 1	
OTHER PHYSICAL & EARTH SC					22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23864 276 31800/22000	18150 4		21266 29 28000/15600	21320 5	20511 18	22664 15	25333 15	
BACHELOR - TECHNICAL	32000 1		21615 4	27930 4		32022 9	30649 45 53500/24000	33852 10	30295 19

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23597 153 48000/18000	18471 7	20323 82 29000/18000	23019 48 43200/19000	23000 2	21963 168 33000/18000	25000 2		21729 7
BACHELOR - TECHNICAL	24268 19			25200 9		25125 4			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22608 12		23628 22 50000/18000	27800 5	18194 103 40000/10000	23429 34 46800/20000	23690 25 36000/19000	15353 3	25249 4
BACHELOR - TECHNICAL		25633 6	26288 5	31818 18	21581 6	25895 78 42639/20500	29061 32 36000/23808	23000 1	24177 6

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	23000 2	24667 3	15775 3		26613 29 33000/24000	29868 2	27250 4	26594 17	26851 39 32796/24000
BACHELOR - TECHNICAL					30795 139 40040/28000	23300 2	29781 15	29696 16	33473 33 46000/28800

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25910 48 34788/19000	22466 17	23050 38 35000/16400	24088 16	20333 3	27500 1	18000 1	26080 5	27116 62 40000/25000
BACHELOR - TECHNICAL	32548 121 45600/30400	30264 41 37000/25000	27675 4		27900 2	30000 1		32853 12	35465 48 38400/33000

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		23333 3	25000 1	20090 11	25500 1	24654 31 40000/18000
BACHELOR - TECHNICAL			31500 2		22000 1	30310 13	27249 24 35400/20000

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH							48600 1	26000 1	
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	38000 1			25200 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1	25000 1			
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		29000 1							31500 1
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
SOCIAL SCIENCES-OTHER									19800 1
CIVIL				27000 1					
COMPUTER				32400 1					
ELECTRICAL/ELECTRONIC		24244 9	36400 1	34000 2					
INDUSTRIAL		23750 2							
MECHANICAL		22300 5							
METALLURGICAL		21500 1							
ENGINEERING TECHNOLOGY		25600 2		31800 1					
COMPUTER SCIENCE		24000 1		28800 1					
ARCHITECTURAL & ENVIRONME	20320 3	29240 5							
BIOLOGICAL				25000 1			20167 3	21000 3	
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS					30873 3			32500 1	20029 3
PHYSICS								23500 1	22400 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		21500 1		31250 4					
BUSINESS ADMIN (INCL MGMT		22875 8	21455 7	22309 62 33000/18240					
ECONOM & FINANCE (BANKING		24300 11		21951 25 28000/19800					
HOTEL/RESTAURANT MGMT.				20842 70 29000/19200					
HUMAN RSRCS (incl LABOR R			28450 4	24000 1					
MANAGEMENT INFO SYSTEMS		27996 1		15360 1					
MARKETING/MARK MGMT (RESR		19167 3	28500 2	22922 53 28800/20000					
REAL ESTATE		19500 1					18000 1		
ADVERTISING		27000 1							
COMMUNICATIONS				19476 17				21000 1	
JOURNALISM				17933 6					10000 1
ELEMENTARY EDUCATION									18791 62 50000/10000
PHYSICAL EDUCATION									21000 1
SPECIAL EDUCATION									19342 15
TEXTILES & CLOTHING				20667 3					
LETTERS (incl English, Li		10000 1		20630 5					15012 8
VISUAL & PERFORMING ARTS									17781 7
HUMANITIES - OTHER				15552 1					
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		19880 1
POLITICAL SCIENCE/GOVT				20914 16		26000 1			
PSYCHOLOGY			24000 1	23050 7					
SOCIOLOGY				19756 9					

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING							31800 1		
BUSINESS ADMIN (INCL MGMT					31500 2	29650 2		15000 1	
ECONOM & FINANCE (BANKING						31000 1		22000 1	
HUMAN RSRCS (incl LABOR R	16300 1								
MANAGEMENT INFO SYSTEMS					31667 3	29204 7	27467 3		
MARKETING/MARK MGMT (RESR					14400 1	24500 2			
REAL ESTATE	16300 1								
FOREIGN LANGUAGES				15225 1					
LETTERS (incl English, Li	21500 2								
HUMANITIES - OTHER	21600 1								
PSYCHOLOGY		15600 1							
SOCIOLOGY	22500 1	16000 1							
AEROSPACE & AERONAUTICAL							33480 1		
COMPUTER					31700 1				
ELECTRICAL/ELECTRONIC					32760 1				
MECHANICAL						35000 1			
AGRIBUSINESS									16720 2
ANIMAL SCIENCES									21600 1
NATURAL RESOURCES									14000 1
COMPUTER SCIENCE	60000 1				30892 46 37750/27000	29769 11	29857 23 45600/20500		
COMPUTER PROGRAMMING					33000 1				
INFORMATION SCIENCES & SY						34407 3			
MATHEMATICS					27833 3	25000 1	30000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
MARKETING/MARK MGMT (RESR	33996 1								
SPECIAL EDUCATION									24000 1
PSYCHOLOGY	13030 2								
ELECTRICAL/ELECTRONIC							20000 1		
HEALTH SCIENCES	18000 1								34112 1
NURSING				32000 1					
PHARMACY						29368 1			

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS			35000 1					36000 1	26400 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	30300 2								21983 3
ECONOM & FINANCE (BANKING	27000 1								23000 1
MARKETING/MARK MGMT (RESR		24000 1							25200 2
HUMANITIES - OTHER									26252 1
AEROSPACE & AERONAUTICAL		31689 3			30000 1	31200 1		31327 3	33123 7
BIOENGINEERING & BIOMEDIC									29500 1
CHEMICAL				32820 1	35000 1		35505 45 46000/33240	35967 3	33504 7
CIVIL	28000 1	30132 1			26252 1			27887 6	28287 33 36500/23808
COMPUTER	29250 2		31000 1	32880 3					
ELECTRICAL/ELECTRONIC	33019 9	30841 12	33047 12	32980 34 39000/32820	28869 5	27386 4	28882 4	33736 19	29488 62 39600/25000
INDUSTRIAL	31050 2		32000 1		30000 2	32157 7	29500 2		28050 4
MECHANICAL	30400 5	25335 1	31200 1	32160 4	28903 6		28000 1	30610 5	28421 38 38400/25343
METALLURGICAL				32820 1	28620 1			35200 2	
MINING (INCL GEOLOGICAL)									27580 2
PETROLEUM								36000 1	
ENGINEERING TECHNOLOGY	19200 1							29800 7	28658 9
INDUSTRIAL TECHNOLOGY									28000 1
NATURAL RESOURCES							29668 1		
OTHER AGRICULTURAL SCIENC	33000 1								
COMPUTER SCIENCE	29200 6		32083 15	25700 2				34000 1	30380 6
ARCHITECTURAL & ENVIRONME									25500 1
CHEMISTRY	27820 1						22000 2		
MATHEMATICS			37000 2			26930 2			

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT			23958 1				35000 1		
ECONOM & FINANCE (BANKING	27000 4								
MARKETING/MARK MGMT (RESR				21996 1					
JOURNALISM			21480 1						
PHYSICAL EDUCATION			20610 1						
POLITICAL SCIENCE/GOVT			25776 1	20195 1					
SOCIAL SCIENCES-OTHER			25776 1						
AEROSPACE & AERONAUTICAL							30390 2		
BIOENGINEERING & BIOMEDIC						27500 1			
CHEMICAL							32400 1		
CIVIL			25600 1		18240 1		30356 9	29251 4	35400 2
ELECTRICAL/ELECTRONIC			20000 1				31252 43 36712/26252	33400 1	32820 16
INDUSTRIAL							31901 2		31171 6
MECHANICAL			26000 1			32000 1	29148 19	32347 3	32145 12
ENGINEERING TECHNOLOGY							30680 1		30668 5
ARCHITECTURAL & ENVIRONME					28600 3		29400 2		
GEOLOGY & GEOLOGICAL SCI								20800 1	

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
COMPUTER					31500 1				
ELECTRICAL/ELECTRONIC							36400 1		
INDUSTRIAL		33000 1					29501 2		
MECHANICAL							33200 1		
ENGINEERING TECHNOLOGY		18000 1					21498 2		
AGRIBUSINESS							24700 4		
BIOLOGICAL							27000 1		
OTHER PHYSICAL & EARTH SC							22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									25746 7
BUSINESS ADMIN (INCL MGMT		28942 19	27124 16	22174 7	25271 7	25857 14	25059 32 36000/19800		26940 1
DISTRIBUTION MANAGEMENT							20000 1		
ECONOM & FINANCE (BANKING		18067 3	20000 1		25500 1		21831 13		22167 3
HOTEL/RESTAURANT MGMT.		27000 1					22000 2		
HUMAN RSRCS (incl LABOR R					34000 1		18000 1		
MANAGEMENT INFO SYSTEMS							19000 1		
MARKETING/MARK MGMT (RESR	23040 1	25770 8	26475 4	28000 3	26500 4		24098 64 40000/18000		
REAL ESTATE							24000 2		
ADVERTISING	22000 1	12000 1					18667 3		
COMMUNICATIONS	40000 1	19500 2	27000 1		30000 1		20201 19		22000 1
JOURNALISM	15600 1	20000 1					22667 3		
TELECOMMUN/BROADCASTING							24000 1		
FOREIGN LANGUAGES			17280 1						
LETTERS (incl English, Li	15000 1	20500 1		27000 1				18000 1	
HUMANITIES - OTHER				18000 1			13440 1		20000 1
CRIMINAL JUSTICE			13000 1						
HISTORY							10000 1		
POLITICAL SCIENCE/GOVT	14400 1	23500 2					24647 5		20000 1
PSYCHOLOGY							29000 2		
SOCIOLOGY							22105 4		
BIOENGINEERING & BIOMEDIC							28000 2		
CHEMICAL							34500 1		

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
BUSINESS ADMIN (INCL MGMT	16800	1	23667	3	22265	8	12000	1							16500	1		
ECONOM & FINANCE (BANKING	19800	4	24500	3	23167	3									17000	1		
HUMAN RSRCS (incl LABOR R					23000	1												
MANAGEMENT INFO SYSTEMS					23000	1												
MARKETING/MARK MGMT (RESR	24000	1	28000	3	21983	6	22500	2	15000	1					18667	3		
REAL ESTATE	18000	1																
ADVERTISING	18000	1																
COMMUNICATIONS	25000	1											18000	1	21498	2		
JOURNALISM															13460	2	20500	2
LETTERS (incl English, Li									15000	1					24000	1		
HUMANITIES - OTHER							10500	1										
CRIMINAL JUSTICE			25000	1														
HISTORY									17500	1								
POLITICAL SCIENCE/GOVT	20400	2			24500	1												
PSYCHOLOGY	10000	1	21600	1	20000	1												
SOCIAL SCIENCES-OTHER					17200	1							20000	1				
CHEMICAL													20000	1				
ELECTRICAL/ELECTRONIC					32000	1											30720	1
AGRIBUSINESS					13200	1												
COMPUTER SCIENCE					22500	1												
HEALTH SCIENCES					22800	1												
ARCHITECTURAL & ENVIRONME							24996	1										
MATHEMATICS			20000	1	23750	2												

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23868 284 31500/22000	24981 106 40000/20400	21240 5		24800 2				24500 20 27000/21948
BUSINESS ADMIN (INCL MGMT	22846 26 28800/21500	25470 4	23000 1	23500 1	26000 2		32000 1		25080 6
ECONOM & FINANCE (BANKING	22140 10	24937 23 36000/21000	22267 3	20025 4	26276 9				25116 28 42000/18600
MARKETING/MARK MGMT (RESR		24667 3	20500 2	19000 1					25800 2
REAL ESTATE		25200 1					30000 1		30996 1
COMMUNICATIONS		24000 2	13200 1						
PSYCHOLOGY		27600 1	23500 1						

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23731 320 31500/21500	24988 140 40000/20400	21054 13	20433 6	26007 13		31000 2		25023 57 42000/20000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	19317 12	25009 11	22146 22 24500/21000	16875 4	15833 3		19000 2	18342 10	20500 2
BACHELOR - TECHNICAL		20000 1	23000 6	24996 1			20000 1		30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	21673 6	25672 38 40000/19000	25715 24 32400/20492	23685 12	26600 14	25857 14	23238 155 48000/17000	18000 1	23976 14
BACHELOR - TECHNICAL		25500 2			31500 1		27327 15		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4		23520 5	21096 2			35000 1		
BACHELOR - TECHNICAL			23867 3		26010 4	29750 2	30599 79 36712/26252	29805 9	32245 41 37440/30000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	29200 3	24000 1							23657 7
BACHELOR - TECHNICAL	30464 28 40000/27000	30625 17	32758 33 53500/28500	32570 45 39000/32820	29272 17	29979 14	34071 55 46000/30000	32255 48 40040/28200	29215 172 42639/24000

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	21539 4								24000 1
BACHELOR - TECHNICAL	18000 1			32000 1		29368 1	20000 1		34112 1

AVERAGE SALARY OFFERS SEPTEMBER 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 8/9/90 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	19950 6	15800 2		15225 1	28733 6	28644 12	28550 4	18500 2	
BACHELOR - TECHNICAL	60000 1				30807 52 37750/27000	30668 16	30008 25 45600/20500		17260 4

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		22733 27 31000/18000	24642 14	21654 281 46800/18000		26000 1	22000 2	21000 1	18442 96 50000/10000
BACHELOR - TECHNICAL	20320 3	24804 25 32000/21500	36400 1	30429 7	30873 3		20167 3	23800 5	20497 5